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CAUT ACPPU
BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

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Feds Put First Nations University in Peril

PHOTO, BRYAN SCHLOSSER/REGINA LEADER-POST

Randy Lundy, chair of the First Nations University of Canada's academic council.

THE Government of Canada has put the future of Canada's only First Nations university at grave peril. Indian and Northern Affairs Minister Chuck Strahl's refusal to restore full federal finding to First Nations University of Canada will mean massive layoffs and a significant reduction in course programs, likely forcing the university to declare financial exigency and eventually close.

"We cannot understand the federal government's decision, coming after the longstanding governance and administrative concerns at the university have been fixed," said Randy Lundy, academic council chair and head of the institution's English department.

More than 2,000 people have signed an open letter to Prime Minister Stephen Harper, calling for the restoration of full federal funding. The letter reminds the prime minister of his historic 2008 apology for the residential schools that attempted to strip aboriginal Canadians of their culture and traditions and assimilate them into the dominant culture.

The letter notes that the loss of government funding will force the university to close when the school year ends Aug. 31, making it impossible for First Nations university students to study in an institution based on First Nations traditions and cultures. The letter calls this "an act of disrespect to First Nations peoples in Canada and a continuation of the very practices for which you apologized in June 2008."

The federal government's surprise announcement last month to pull the annual funding from First Nations University, then its decision to provide bridge funding to allow students to complete their course work until Aug. 31, came after dramatic changes had taken place at the school.

The Federation of Saskatchewan Indian Nations had reformed the governance structure by dissolving the university's board of governors and replacing it with a smaller and depoliticized board — a change recommended by several commissions and CAUT.

The school's president and vice-president of administration were dismissed.

The federation, First Nations University, the Saskatchewan government and the University of Regina agreed to a partnership arrangement where the financial and administrative affairs of First Nations University would be under the aegis of the University of Regina for the next four years.

"The loss of First Nation University is a tragedy that need not happen," said CAUT executive director James Turk. "Perhaps the federal government has the mistaken belief that the university can limp along, but once faculty are laid off, programs cut and students go elsewhere or drop out, it will be too late."

He said there was strong support for the reinstatement of funding from opposition leaders Michael Ignatieff, Jack Layton and Gilles Duceppe, whose parties "are continuing to press the Harper government in the House of Commons and in the Standing Committee on Aboriginal Affairs." ■

Windsor met en veilleuse le projet de collège privé

L'UNIVERSITÉ de Windsor renonce pour le moment à étudier l'offre que lui a faite le prestataire privé de services d'éducation Studio Group en vue d'implanter sur son campus un collège à but lucratif.

Le mois dernier, les professeurs et les étudiants se sont entassés dans la salle du sénat de l'université dans l'intention de faire part de leurs opinions sur le programme d'accès destiné aux étudiants étrangers, mais ils n'ont pas eu l'occasion de s'exprimer.

L'université a retiré, sans aucune explication et avant même le début du débat, trois motions portant sur des projets d'entente avec les facultés des sciences et des arts et sciences sociales.

Le sénat avait déjà voté contre une autre motion concernant l'école des études commerciales à l'issue d'un débat approfondi lors d'une assemblée tenue en février.

Le président de l'association du personnel académique de l'université, Brian Brown, s'est dit satisfait du résultat. « Je crois que la direction comprend maintenant la nécessité d'établir un meilleur processus de consultation avec les départements touchés. »

Il considère comme étant « dénué de rigueur académique » le programme proposé pour les étudiants de première année et réaffirme l'oppo-

Voir WINDSOR à la page A6 →

DOMINION LENDING CENTRES
DLC TO CITY MORTGAGES
Discount Rates Page A8

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University of B.C. (UBCFA) $25,000
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La rédaction du *Bulletin* invite les lecteurs à lui écrire. Les lettres doivent porter sur un article, un commentaire ou une lettre précis qui sont parus dans le *Bulletin* ou qui ont trait à des actualités récentes. Les textes, dont la longueur est limitée à 300 mots, pourront être révisés par souci de clarté et de concision. Veuillez indiquer vos nom, adresse et numéro de téléphone. Nous ne publierons ni les lettres anonymes ni les textes que nous estimons potentiellement diffamatoires. Nous lisons avec une même attention toutes les lettres que nous recevons. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. Nous communiquerons par téléphone, courrier électronique, télécopieur ou retour du courrier avec les auteurs des lettres qui seront publiées. Les lettres doivent être envoyées à l'adresse duhaime@caut.ca.

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COMMENT
OPINIONS

LETTERS

Unworthy barbs

Len Findlay's book review "Insider's Cautionary Tales of Academic Freedom" (*Bulletin*, March 2010) contained numerous barbs that insult Canadian academics.

Statements included "gerbilized... academic labour force," "compradors, quislings and thought police... in most faculties," "academic managerial class externally meek and internally menacing," "complicity and intimidation," "academic quietists and those prone to lick the hand that starves them," "the combination of high culture and wage slavery is the hallmark of the contemporary university" (book quote) and "institutions... act far more like neoliberal madrassas."

Shame on the editor and on CAUT for not removing these spiteful, stupid and unworthy barbs. There is far too much at stake in the national academy to destroy CAUT's reputation like this.

John Prescott
Pathobiology
University of Guelph

Len Findlay replies

I am grateful for Professor Prescott's response to my review. He clearly cares about "Canadian academics" and the "national academy"as much as I do.

However, Prescott and I do not have to agree about how that caring should express itself, nor about the likelihood of CAUT's reputation being "destroy-[ed]" by the uncensored publication of the opinions of one person. Moreover, I think most of my "barbs" could be readily supported from, for example, the past history and current situation of the scholar whose photo graces the front page of the March *Bulletin*, Dr. Nancy Olivieri.

Len Findlay
English
University of Saskatchewan

COMMENTARY

I Feel Like a Marked Man

By TIM BIRKHEAD

I HATE to say it, but I really dislike marking examination scripts. I'm not sure if this is unusual, but I feel I need some help...

THERAPIST: Lie down on the couch and tell me why you feel this way.

ME: I've just been asked to mark 500 essays in 24 hours. In principle I could do it, but it gives me only three minutes per script. Three minutes is barely enough time to decipher the unpractised scrawl that most undergraduates think of as writing, let alone write the paragraph justifying the mark I have awarded.

Each year the time frame gets shorter and shorter. There are more exams, more students and less time. Most of my colleagues are on teaching buy-outs, so there are fewer and fewer of us to mark papers.

THERAPIST: Come, come. If that's all you are worried about, I cannot see the problem.

ME: It isn't. If only everything else would stop, I could just about manage one script every three minutes. But I have other marking, too: there are projects, dissertations and other coursework to assess, and then I have to second-mark or moderate the projects and dissertations of my colleagues. This year, for the first time, I even had to become a departmental secretary for a few hours and type all the marks into the departmental spreadsheet.

While all of this is going on, my email generator continues to work overtime – mainly with messages from undergraduates asking me to look at their CVs or write references for jobs (are they joking?). The most unsettling emails of all are those from the university itself. Only today I received an invitation to join the stress-management team, but I don't have time. Then there was one with the header "The vice-chancellor regrets" – the death of yet another colleague (who doubtless suffered a stroke while marking undergraduate scripts).

THERAPIST: Isn't this what being an academic is all about? Busy, busy, busy? And you have to realize that as the cuts to higher education get even closer to the bone, that sensation of what it means to be an academic will become so much more intense.

ME: But with so many different demands on my time, I worry about the quality of my teaching. I go to a lot of trouble to prepare material, but with less time and reduced morale it will be harder to do a good job. When I think of this I get depressed and worry that the undergraduates will think I am a rubbish teacher.

THERAPIST: You cannot discount that possibility.

ME: And another thing: I sometimes think I'm hallucinating while I'm marking. Is that normal? There's a very spooky effect I've noticed: I read a script, award a mark, write my little paragraph and then move on to the next script in the pile, only to have an overwhelming sense of deja vu. Exactly the same phrase, the same words, in the same order, in two – sometimes three – consecutive essays. Is it me, or is it them?

See MARKED MAN Page A7 ➔

"Your teaching is fine, Ms. Harmony, but the last time you massaged my ego you missed a spot."

PRESIDENT'S COLUMN

Fed's Plans for Aboriginal Education Not Hopeful

By PENNI STEWART

As I write this column, the future of First Nations University of Canada is not clear. On Feb. 8 Indian Affairs Minister Chuck Strahl announced federal funding of $7.3 million for First Nations University would end. This is a tragic decision for First Nations University, a unique and important educational institution.

Problems at the institution surfaced in February 2005 when the first vice chief of the Federation of Saskatchewan Indian Nations (FSIN) and chair of the university's board of governors suspended three senior administrators and seized records and files. Despite a storm of protest from students, faculty, staff and administrators these actions were upheld by the board. Eventually they resulted in the resignation of most senior administrators and about one-third of the university's faculty members. CAUT and the University of Regina Faculty Association, which represents First Nations University academic staff, expressed concern about the situation.

As the crisis deepened through the spring of 2005, and in the face of grievances, lawsuits, resignations and declining enrollment, the FSIN established an all-chiefs task force to investigate and make recommendations. The principal recommendation of the task force, which reported in November 2005, was to replace the current board with a smaller and depoliticized one. However, the FSIN refused to implement the recommendations, even after a provincial review three years later reached basically the same conclusions.

In April 2009, after repeated attempts to persuade the FSIN to implement a governance structure in line with institutional standards and principles in place across North America, CAUT Council imposed censure. In January 2010 the university administration was further discredited by allegations of financial improprieties.

But this winter, the situation at the university showed signs of changing. Guy Lonechild won last November's FSIN leadership race. Part of his campaign had been to address the problems at First Nations University.

He used his considerable political skills while the FSIN legislative assembly was debating whether to make changes to the university's board, to get a vote in favour of fundamental change. The assembly voted to abolish the current board, appoint an interim board structured along the lines recommended by the all-chiefs task force, and to suspend the president and vice-president of administration and finance.

A reasonable expectation was that these steps, in due course, would lead the province to restore funding. In this context, the announcement by the federal government to cut funding, four days after the changes, was shocking and deeply disappointing. Students and faculty have rallied around the university and CAUT has urged the Saskatchewan and federal governments to reinstate funding.

With this sad story, why be concerned at the possible demise of First Nations University? First, it is the only First Nations university in Canada – creating a cultural environment specially suited for many First Nations students. The university also provides one of the strongest indigenous languages programs in Canada and houses a unique English program with a focus on aboriginal literature. The nursing program and aboriginal mathematics education provide cultural resources and training not otherwise available. The presence and integration of Elders into all aspects of governance, research and teaching contribute to its unique identity and importance as a cultural resource to aboriginal students.

I heard some of this first-hand last year when, along with James Turk, CAUT's executive director, I met with aboriginal students attending the university. We learned how many, particularly those who had to leave their home communities, would not be in university at all without an institution like First Nations University. We also heard how important it was to First Nations and non-First Nations students alike to learn about aboriginal knowledge systems and methods and to explore these within a cultural sensitivity setting, a setting without the racism experienced by aboriginal students on other campuses. Students and faculty expressed their passionate commitment to the institution, and hopes for change.

First Nation University funding is a small portion of overall spending on First Nations post-secondary education funding but what is important is the university's role as a First Nations' institution, and as such it is an important supplement to the main funding strategy, which involves programs in mainstream institutions.

Since the February announcement and despite the establishment of a working group representing all parties, the federal government has maintained its decision to no longer directly fund First Nations University. This is disturbing, but it is only one aspect of a larger crisis in funding for aboriginal education.

See FED'S PLANS Page A6 ➔

LE MOT DE LA PRÉSIDENTE

La position fédérale face à l'éducation des Autochtones n'est guère porteuse d'espoir

Par PENNI STEWART

Au moment où j'écris cette rubrique, l'avenir de l'Université des Premières nations du Canada est incertain. Le 8 février, le ministre des Affaires indiennes Chuck Strahl a annoncé que le financement de 7,3 millions de dollars du gouvernement fédéral prendrait fin. Il s'agit d'une décision tragique pour l'établissement d'enseignement unique et important qu'est l'Université des Premières nations.

Les problèmes au sein de l'université sont apparus en février 2005, lorsque le premier vice-chef de la Fédération des Nations indiennes de la Saskatchewan (FSIN) et président du conseil d'administration de l'université a suspendu trois cadres supérieurs et saisi des documents et des dossiers. Malgré une vague de protestations de la part de la population étudiante, du corps professoral, du personnel et de l'administration, le conseil a maintenu les mesures prises, qui ont alors provoqué la démission de la plupart des cadres supérieurs et du tiers environ des membres du corps professoral de l'université. L'ACPPU et l'association du personnel académique de l'Université de Regina (URFA), qui représente le personnel académique de l'Université des Premières nations, ont exprimé leurs inquiétudes face à la situation.

Confrontée à une aggravation de la crise au printemps de 2005 et à une multiplication des griefs, des procès, des démissions et des baisses d'inscription, la FSIN a chargé un groupe de travail regroupant tous les chefs de la fédération d'enquêter sur cette affaire et de faire des recommandations à ce sujet. La plus importante formulée par le groupe de travail, qui a déposé son rapport en novembre 2005, consistait à remplacer le conseil actuel par un autre plus restreint et moins politicisé. La FSIN a toutefois refusé d'adopter les recommandations, même après qu'un examen provincial eut abouti essentiellement aux mêmes conclusions trois ans plus tard.

En avril 2009, à la suite d'une série de tentatives visant à convaincre la FSIN de mettre en place une structure de gouvernance conforme aux normes et aux principes en vigueur dans les établissements d'Amérique du Nord, le Conseil de l'ACPPU a imposé une sanction de blâme. En janvier 2010, des allégations d'irrégularités financières ont jeté davantage le discrédit sur la direction de l'université.

Cet hiver, cependant, la situation à l'université a montré des signes de changement : en novembre dernier, Guy Lonechild a remporté la course à la présidence de la FSIN. Il a consacré une partie de sa campagne aux problèmes que connaît l'Université des Premières nations.

Au moment où l'assemblée législative de la FSIN discutait de la possibilité de procéder à des changements au sein du conseil de l'université, M. Lonechild a mis à profit son immense savoir-faire politique pour obtenir un vote en faveur d'un changement fondamental. L'assemblée a voté l'abolition du conseil actuel, la formation d'un conseil par intérim structuré selon les recommandations du groupe de travail des chefs, de même que la suspension du président et du vice-président à l'administration et aux finances.

Il était raisonnable de s'attendre à ce que ces mesures incitent en temps voulu la province à rétablir le financement. Dans ce contexte, l'annonce par le gouvernement fédéral de l'annulation de sa contribution quatre jours après les changements a été reçue avec surprise et une profonde déception. Les membres des corps étudiant et professoral se sont mobilisés sur le campus, et l'ACPPU a insisté auprès des gouvernements de la Saskatchewan et du Canada pour qu'ils rétablissent le financement.

Avec cette triste histoire, pourquoi s'inquiéter de la fermeture éventuelle de l'Université des Premières nations? D'abord, il s'agit du seul établissement universitaire conçu pour les membres des Premières nations au Canada, offrant un milieu culturel spécialement adapté à ces derniers. L'université propose également l'un des programmes les plus approfondis en langues autochtones au pays et un programme d'anglais unique centré sur la littérature des Premières nations. Les programmes de sciences infirmières et de mathématiques autochtones fournissent des ressources culturelles et une formation accessibles nulle part ailleurs. La présence et l'intégration des Aînés dans tous les aspects de la gouvernance, de la recherche et de l'enseignement contribuent à son caractère particulier et à son importance en tant que ressource culturelle pour la population étudiante autochtone.

J'en ai moi-même été témoin l'an passé lorsque le directeur général de l'ACPPU, James Turk, et moi avons rencontré des étudiantes et étudiants autochtones de l'université. Nous avons appris que beaucoup d'entre eux, particulièrement ceux qui ont dû quitter leur communauté, n'auraient pas pu poursuivre des études supérieures si un établissement comme l'Université des Premières nations n'existait pas. Nous avons également compris à quel point il est important pour ces personnes, qu'elles soient ou non des Premières nations, d'apprendre les systèmes et les méthodes de connaissances autochtones et de les explorer au sein d'un milieu sensible à la culture et exempt du racisme vécu par la population autochtone sur d'autres campus. Les membres des corps étudiant et professoral ont exprimé leur engagement passionné envers l'établissement et leurs espoirs de voir des changements s'accomplir.

Le financement accordé à l'Université des Premières nations ne représente qu'une mince portion de la totalité des fonds servant à financer l'éducation postsecondaire des Autochtones, mais ce qui importe est le rôle que joue l'université en tant qu'établissement d'enseignement des Premières nations.

Voir AUTOCHTONES à la page A5 ➔

Université d'Ottawa : la grogne couve contre les coupes budgétaires proposées

UN rapport de l'Université d'Ottawa recommandant des compressions budgétaires de 25 millions de dollars a déclenché un tollé au sein de la collectivité universitaire.

Le rapport de 76 pages intitulé *Optimisation des ressources* a été élaboré par un comité consultatif de l'université chargé de trouver des économies générales de 5 % à réaliser au cours de l'exercice 2010-2011.

Pour la présidente de l'Association des professeur(e)s de l'Université d'Ottawa (APUO), Micheline Lessard, le plan proposé dans le rapport ne contribue d'aucune manière à l'optimisation des ressources, il vise au contraire dans la mauvaise direction.

« Les recommandations ont soulevé une tempête de protestations », a indiqué Mme Lessard. « Au lieu d'inviter les véritables interlocuteurs, c'est-à-dire le corps professoral, la population étudiante et le personnel, à participer à un exercice de consultation de façon respectueuse et valable, la direction de l'université a versé au moins 160 000 $ en honoraires à des consultants externes. »

Les syndicats présents sur le campus ont décidé de faire front commun contre les compressions budgétaires. Les étudiants ont lancé une pétition en ligne et créé le groupe Facebook *Optimisons l'éducation*. Des rassemblements et des journées d'action sont prévus ultérieurement.

D'après l'analyse que l'APUO a faite du rapport, les deux tiers des réductions proposées touchent l'enseignement, la recherche et les services d'appui à l'apprentissage, alors que le budget de l'administration centrale ne serait réduit que de 13 %.

Dans l'intervalle, observe Mme Lessard, les salaires des dirigeants de l'université ont augmenté de plus de 30 % l'an dernier.

« Ces coupes budgétaires, si elles devaient être effectuées, détérioreraient grandement la qualité de l'éducation offerte à l'Université d'Ottawa », soutient-elle. « Elles se traduiraient essentiellement par une baisse des effectifs enseignants, une diminution des cours offerts et une surpopulation des salles de classe. Il est trompeur de laisser entendre dans le rapport que l'exercice en question conduira à une "optimisation des ressources". »

Le rapport propose également de réduire les bourses d'études, les bourses d'excellence et les assistanats à l'enseignement de près de 5 millions de dollars.

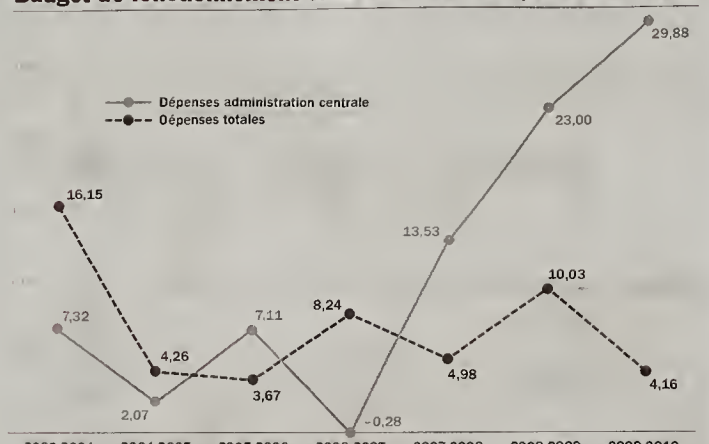
« L'exercice était censé contribuer notamment à trouver des façons d'améliorer l'expérience universitaire des étudiants. Or, comment entend-on parvenir à une telle fin en sabrant dans les programmes d'aide directe aux étudiants? », s'interroge Mme Lessard.

L'analyse de l'APUO montre d'autre part que les dépenses de l'administration ont bondi de 40 % en moyenne entre 2003 et 2009, comparativement à une augmentation moyenne de 4 % des dépenses globales de l'université.

Le Bureau des gouverneurs de l'université se prononcera sur le budget de 2010-2011 à la fin d'avril. ■

English on page A6.

Budget de fonctionnement sans infrastructure (variation en % réel)



– SOURCE DU GRAPHIQUE : ASSOCIATION DES PROFESSEURES ET PROFESSEURS DE L'UNIVERSITÉ D'OTTAWA –

UPEI Appeals Human Rights Decision

THE University of Prince Edward Island is appealing a recent human rights decision that struck down the institution's mandatory retirement policy as discriminatory.

The move by UPEI means the ruling of the PEI Human Rights Commission is destined for the province's supreme court, but will likely not be reviewed before the fall.

The case arose from complaints lodged by three staff members who were forced to retire in 20052006 at age 65.

The commission, in its Feb. 23 ruling, found the university policy contravened certain provisions of PEI's human rights law which ban discrimination based on age and that the university alone faced liability because it "imposed" rather than negotiated the clause.

Calling the administration's reaction "bizarre," the president of the University of Prince Edward Island Faculty Association, David Seeler, said the university "is taking the stance that they must manage by discriminating based on age, an approach inconsistent with their obligation to lead society."

Despite the appeal, the commission will also make a further ruling on damages, including the possibility of reinstatement into the workplace, by June.

But Gary Bradshaw, UPEI's vice-president of finance and facilities, told the *Bulletin* that the university "intends to maintain a status quo on mandatory retirement until the judicial review process has been completed and the results of the review have been assessed." ■

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De bons et de mauvais budgets provinciaux

Terre-Neuve-et-Labrador

LE budget déposé le 29 mars par le gouvernement Williams suscite des réactions mixtes de la part de la communauté académique.

Le président de l'association du personnel académique de l'Université Memorial de Terre-Neuve, Ross Klein, se réjouit de l'aide au logement étudiant apportée par le gouvernement et de l'engagement de ce dernier à empêcher toute augmentation des frais de scolarité, mais ajoute néanmoins que « nos membres n'en demeurent pas moins préoccupés par le vieillissement et la dégradation des infrastructures dans lesquelles nous travaillons ».

Le budget 2010 prévoit 17,3 millions de dollars pour la construction d'un nouveau bâtiment et des travaux de modernisation au Collège de l'Atlantique Nord et 41,7 millions de dollars pour la construction d'un nouvel édifice d'enseignement sur le campus de l'Université Memorial à Corner Brook, de deux nouvelles résidences étudiantes à St. John's et à Corner Brook et des travaux différés d'entretien et de réparation des installations en place.

M. Klein souligne toutefois que si les surfaces de laboratoire et l'équipement de recherche de certains départements sont pris en compte dans l'équation, les besoins en ce sens de bon nombre d'autres départements ne le sont pas suffisamment. Or, indique-t-il, la croissance des besoins en infrastructures doit suivre le même rythme que celle du corps universitaire. « Dans certains départements, les membres du personnel sont contraints d'occuper à deux des bureaux conçus pour une seule personne. »

Par ailleurs, le budget ajoute 2 millions de dollars au programme de bourses d'études supérieures, une augmentation dont on avait grandement besoin, estime M. Klein.

Le représentant de Terre-Neuve auprès de la Fédération canadienne des étudiantes et étudiants, Daniel Smith, a salué avec enthousiasme l'octroi de ces crédits supplémentaires.

Il a fait savoir que les étudiants avaient également applaudi l'annonce du maintien du gel des frais de scolarité, mais qu'ils compteront sur le gouvernement pour réduire ces frais « à mesure que la province se dirigera vers une reprise économique ».

Québec

REMPLI de belles paroles mais avare de détails, l'exposé budgétaire du 30 mars annonce essentiellement un train de mesures d'austérité telles que des augmentations de taxes et d'impôt, des gels de salaires et le plafonnement des dépenses en éducation à hauteur de 2,2 % au cours du prochain exercice.

La Fédération québécoise des professeures et professeurs d'université (FQPPU) considère comme une « amère déception » le sort réservé dans ce budget au secteur de l'éducation postsecondaire, qui a été durement touché du fait que l'augmentation de 3,5 % des crédits annoncés dans le budget 2009 ne s'est jamais réalisée et que le financement octroyé a été limité à 2,2 %.

Le gouvernement québécois doit encore résorber une impasse budgétaire de 33 millions de dollars (16,5 %) au chapitre des fonds de recherche alloués dans le budget de 2009-2010, alors que la FQPPU prévient que l'octroi de 75 millions de dollars en fonds ciblés au titre du programme de soutien à l'innovation et à l'exportation ne fera que contribuer à la commercialisation de la recherche au détriment de la liberté académique.

Le budget propose également de lever, à compter de 2012, le gel des frais de scolarité à l'université – l'un des points forts du secteur de l'éducation supérieure du Québec. Le gouvernement convoquera à l'automne une rencontre des « partenaires de l'éducation » en vue d'établir les modalités des hausses futures des droits de scolarité.

Les associations étudiantes n'ont pas tardé à dénoncer les augmentations envisagées de ces frais.

Dans un communiqué, la Fédération étudiante universitaire du Québec déplore l'intention du gouvernement de mettre fin au gel des frais de scolarité sans même consulter les parties concernées.

Quant à la Fédération canadienne des étudiantes et étudiants (FCÉÉ), elle estime déraisonnable de sacrifier l'accès à l'université lorsque 70 % de tous les nouveaux emplois nécessitent une éducation ou une formation de niveau postsecondaire, notant que le Québec, grâce à sa politique actuelle, enregistre le taux d'inscription le plus élevé au pays.

« Le gouvernement du Québec a tourné le dos aux étudiants et à leurs familles », a déclaré la présidente nationale de la FCÉÉ, Katherine Giroux-Bougard. « Le faible niveau des frais de scolarité pratiqués au Québec contribue à stimuler la prospérité économique future de la province, ce que viendrait anéantir toute décision du gouvernement d'imposer des hausses. »

Ontario

COMME il en avait fait l'annonce plus tôt dans le discours du Trône, le gouvernement de l'Ontario a mis en avant dans son budget du 25 mars les 310 millions de dollars qui seront investis cette année pour accroître de 20 000 le nombre de places dans les collèges et les universités.

L'Union des associations des professeurs des universités de l'Ontario (OCUFA) reconnaît que cette mesure budgétaire s'inscrit dans une démarche positive, mais qu'elle laisse en suspens une foule de questions de plus vaste portée.

« Il n'y est fait aucune mention de la nécessité d'embaucher davantage de professeurs pour enseigner à ces nouveaux étudiants », souligne le président de l'OCUFA, Mark Langer. « L'enseignement universitaire est tributaire des rapports entre professeur et étudiant. Mais de tels rapports n'existent tout simplement pas dans un amphithéâtre comptant plus de 500 places. »

L'OCUFA a également fait part de ses préoccupations sur le manque d'engagement de la part du gouvernement provincial à allouer les ressources nécessaires à l'appui du

Voir BUDGETS à la page A8 →

COMMENT OPINIONS

COMMENTARY

First Nations U Played Vital International Role

By LEONZO BARRENO

— PHOTO: COLLEEN FRASER —

FIRST Nations University of Canada, formerly known as the Saskatchewan Indian Federated College (SIFC), will celebrate its 34th anniversary this year — a milestone for the world's indigenous peoples' right to higher education. The darkness that began in 2005 — darkness that threatens the very existence of First Nations University — will not lessen the unique influence this institution had throughout the Americas.

I worked for SIFC/First Nations University from 1990 to 2005 and I immediately embraced the concept of "Indian control of Indian education" from a philosophical and practical point of view. In my different positions I observed foreign indigenous students and professionals who, besides complying with their academic work and conscious of the daily and oppressive realities back home, were interested in knowing how Saskatchewan First Nations came to control such an institution, not from a narrow, literal interpretation of the concept, but of using education as a tool for self-development.

They learned not only how the institution came to be and how it was sustained, but also how to build similar institutions in their own developing countries without being labeled racist, segregationists or self-ghettoizing.

Beginning in the late 1980s, the Mapuche and Rapa-Nui from Chile; Kolla from Argentina; Aymara and Quechua from Peru, Bolivia and Ecuador; Maya from southern Mexico and Guatemala; Carib and Arawak from the Caribbean; Bri-bri from Costa Rica and Creole, Garifuna, and Miskito from the Caribbean, Nicaragua and Honduras discussed how higher education would impact the future of their peoples.

Thanks to SIFC and Canadian international co-operation, more than 100 students and professionals discovered there were people like them all over the world. At SIFC, the students obtained quality education plus the analytical and practical tools to change the poverty conditions of their people. After all, what is the purpose of higher education?

The international students reflected on their conditions as colonized and marginalized peoples and despite their cultural and geographical differences they all wanted to change those conditions. They discussed and criticized various subjects, but criticizing, they argued, was not sufficient. They wanted to be masters of their own destiny. Besides the military dictatorships blocking their rights and development, in those years they acknowledged their own native barriers.

They discussed how pseudo, pedestrian, uneducated, opportunist, industry and armchair politicians were easily co-opted into corruption for personal gain at the expense of their peoples' rights and resources. They discussed various alternatives for breaking internal and external barriers. An overwhelming majority agreed that the most important tool was higher education.

Consequently, the international students saw SIFC as a model to follow and as a place of transformation. To build and to sustain indigenous institutes of higher learning in other parts of the world was no longer utopian but a tangible goal. Other important and influential features of SIFC were that women made up the majority of the student body and hundreds of non-aboriginal Canadians were taking classes at the institution. Administratively and academically, SIFC was composed of professionals of different ethnic, racial, national and gender backgrounds. For visiting students this diversity was a school in itself.

On returning to their countries, the students entered into alliances with professionals and progressive universities to create programs and institutions for indigenous and non-indigenous peoples. Aboriginal and non-aboriginal professionals working for SIFC provided valuable support to emerging institutions in Chile, Mexico, Nicaragua, Belize, Ecuador, Peru and Guatemala and documents written by former SIFC/First Nations University scholars became part of an ever growing movement.

Indigenous leaders with university education are now leading social transformations all over the Americas. Indigenous institutions of higher learning are schools for both theory and praxis for self-development. Only with self-development, they claim, can they aspire to achieve other social ends.

Despite the lack of government support and skepticism from established universities, Latin American indigenous and non-indigenous professionals are now working side-by-side. The basis of these initiatives is the bilingual intercultural education program. This paradigm is the foundation for mutual coexistence, respect and peace. Intercultural education is the nemesis of the old segregationist, elitist and race-based institutions.

In April 2003, during an international gathering of indigenous educators in Guatemala, Andean representatives said: "Though we are building quality institutions that will incorporate the world-views of our and different peoples we don't want to be seen as the 'poor little Indians,' we don't want anything for free. We will work hard to implement intercultural-bilingual education." And, they did.

It is not surprising SIFC was noted as a model by the UN, the Organization of American States and other international organizations when they discussed educational rights for the world's indigenous peoples. Even more, the Inter-American Commission for Human Rights refers to SIFC as the starting point for higher indigenous education in the Americas.

Internationalism brought prestige and recognition to the institution and to Canada — recognition which continues to be acknowledged by various reports and that politicians and decision makers cannot ignore. SIFC transcended segregation and borders. Only time and thorough examination of the importance of this institution will tell whether First Nations University survives and follows in the steps of its glorious and influential predecessor.

Killing First Nations University will not only close the doors of arguably one of the most influential Canadian institutions in the development of indigenous peoples of the Americas, but will seriously deteriorate the reputation Canada enjoys around the world. ■

Leonzo Barreno holds the Global Chair at the University of Regina's School of Journalism and has worked extensively with First Nations in Saskatchewan and aboriginal people worldwide.

The views expressed are those of the author and not necessarily CAUT.

La position fédérale face à l'éducation des Autochtones n'est guère porteuse d'espoir

→ Suite de la PAGE A3

Voilà pourquoi ces fonds représentent un ajout important à la stratégie principale de financement, qui comprend les programmes offerts dans les établissements traditionnels.

Depuis la nouvelle annoncée en février et malgré la formation d'un groupe de travail représentant toutes les parties, le gouvernement fédéral a maintenu sa décision de ne plus financer directement l'Université des Premières nations. Certes, ce choix est inquiétant, mais ce n'est qu'un aspect de la grave crise que traverse le financement de l'éducation autochtone.

Au moyen du programme d'aide aux étudiantes et aux étudiants, le gouvernement fédéral verse actuellement 300 millions de dollars en soutien financier annuel aux Autochtones admissibles qui poursuivent des études postsecondaires. Depuis 1996, ces fonds sont demeurés limités à une croissance annuelle de 2 %. Ce taux d'augmentation est inférieur à celui de l'inflation et est déprécié encore davantage par la hausse des droits de scolarité, qui dépasse 2 %. De plus, il n'est pas proportionnel au nombre grandissant de jeunes Autochtones ou de diplômés d'écoles secondaires admissibles aux études postsecondaires ni au faible taux de fréquentation des membres des Premières nations dans les universités. Plus de 12 000 personnes admissibles auraient vu leur inscription aux établissements postsecondaires refusée depuis 2001 en raison de fonds insuffisants.

En retirant le financement accordé à l'Université des Premières nations, le gouvernement fédéral ne respecte pas ses obligations en vertu des traités, lesquelles consistent à financer entièrement la population étudiante des Premières nations. Le dernier budget fédéral a annoncé la réorganisation du soutien financier actuellement versé aux programmes universitaires et collégiaux des Premières nations et des Inuits, fourni par l'entremise du programme d'aide aux étudiantes et aux étudiants et géré par les conseils de bande.

Le budget ne donne pas plus de détails, mais il est probable que les changements se traduiront par la diminution du pouvoir des conseils de bande sur le financement des études et par la suppression de leur capacité à mettre des conseillères et des conseillers ou d'autres formes de soutien à la disposition du corps étudiant en plus de l'aide financière. Une telle décision à courte vue va à l'encontre non seulement des obligations, mais aussi de la longue et déplorable histoire de l'assimilation forcée. Notre gouvernement devrait mettre fin au sous-financement et agir résolument de façon à combler l'écart qui existe entre l'éducation des Autochtones et celle des autres Canadiennes et Canadiens. ■

Fight Brewing over Ottawa U's Proposed Cuts

A UNIVERSITY of Ottawa report proposing $25 million in cuts has the campus community up in arms.

The 75-page "Resource Optimization" report was prepared by a university advisory committee mandated to find an across-the-board 5 per cent in savings for the upcoming 2010–11 fiscal year.

Micheline Lessard, president of the Association of Professors of the University of Ottawa, said the plans outlined in the report "in no way constitute optimization" and are a step in the wrong direction.

"There's been intense backlash against the proposals," Lessard said. "Rather than engaging the real stakeholders on campus – that is, faculty, students and staff – in a respectful, meaningful and participatory way, the administration spent at least $160,000 on external consultants for advice."

The campus unions have joined forces in opposing the cuts. Students have started an online petition and a Facebook group called "Optimize Education." Campus rallies and days of action are planned next.

According to APUO's analysis of the report, two-thirds of the proposed cuts are coming from teaching, research and learning-related services, while only a 13 per cent cost cut is recommended from the central administration's budget.

Meanwhile, salaries for the university's administrators increased by more than 30 per cent last year, Lessard noted.

"These cuts, if implemented, will greatly reduce the quality of education at the University of Ottawa," said Lessard. "In essence it means fewer professors, less course offerings and larger class sizes. It is disingenuous to talk about an 'optimization of resources' as the report claims will happen."

The report also calls for a reduction in bursaries, scholarships and teaching assistantships of almost $5 million.

"One of the stated aims of the exercise was to find ways to enhance the student experience," Lessard said. "But it's incomprehensible how cutting deeply into direct student support will achieve that goal."

The analysis also shows administration expenditures jumped an average of 40 per cent between 2003 and 2009, in comparison to an average increase of 4 per cent in overall university expenditures.

The university's board of governors will vote on the 2010–11 budget at the end of April. ■

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Provincial Budgets, Good & Bad

Saskatchewan

THE province claims to heavily invest in education in its 24 March budget with a 5 per cent increase in operational funds for universities and colleges. Tuition fees will be allowed to rise by an equal amount, while the budget adds $97.7 million towards financial support for students to soften the impact of the tuition hike.

The budget further provides $7.9 million for "medical education system enhancements," including registered nurse and physician training seat expansion, as well as $1 million in new operating funding for the Canadian Light Source synchrotron based at the University of Saskatchewan.

Manitoba

BY all indicators, Manitoba's 2010–11 budget should have resulted in reasonable increases in funding to higher education. Provincial funding for post-secondary education lags behind most other provinces, Manitoba has enjoyed strong economic performance and concerns about cuts in federal transfers didn't materialize.

But the March 23 budget instead announced only a 4.5 per cent increase in operating funds for post-secondary schools, down from 6 per cent the previous year.

Brad McKenzie, president of the University of Manitoba Faculty Association, said the situation is "much worse" for universities.

"The reality at the University of Manitoba is that the overall operating budget has been increased by only 2 per cent," he said. "Another $848,000 has been targeted for expansion in the faculty of medicine and $208,000 is going to the international engineering program in the faculty of education.

"The total increase in funding coming to the University of Manitoba is approximately 2.5 per cent, or only about 55 per cent of what should have been its fair share of the announced increase."

"The government has presented a misleading picture of the funding to universities," Ian Clark, president of the Manitoba Organization of Faculty Associations, said of the budget announcement.

The budget also allows colleges to raise tuition fees by $150, and universities by 5 per cent, but excludes professional programs, such as dentistry and management, where tuition hikes of 40 to 55 per cent are being proposed.

McKenzie said the significant increases in tuition and other fees in some professional faculties will be a major barrier for many of the students these programs should be trying to recruit.

"Student accessibility is being eroded by underfunding and the imposition of major increases in tuition fees is not the answer," he said.

The budget will now allow students to access part of the tuition fee income tax rebate while they are still in school.

Ontario

AS announced earlier in Ontario's throne speech, the 25 March budget touts the $310 million investment to increase the number of spaces in colleges and universities by 20,000 this year.

The Ontario Confederation of University Faculty Associations says while the budget announcement is a positive move, it leaves many larger issues unanswered.

"There is no mention of hiring additional professors required to teach these new students," said Mark Langer, the association's president. "University education depends on the connection between faculty and students. That connection simply does not exist in a lecture hall with more than 500 seats."

OCUFA also raised concerns about the government's lack of a commitment in allocating sufficient resources to support the proposed credit transfer system and its pledge to increase international enrolment by 50 per cent.

Student reaction to the 2010 budget measures on tuition fees and financial assistance was mixed. While some students applauded the new rules on employment earnings, new aid and loan breaks, others reacted with disappointment to the proposed tuition increases of between 4 and 8 per cent annually over the next two years.

The Ontario chapter of the Canadian Federation of Students contends the government is relying too heavily on a "high-fees, high debt model" to fund the system, and allowing the increase will push students further into debt and increase user fees by another 8 to 16 per cent over two years.

The tuition announcement means the average graduate will now carry $29,200 in debt, says CFS-Ontario chairperson Shelley Melanson.

"Ontario is already the most expensive province in which to earn a degree, and this announcement means that the gap between Ontario and the rest of Canada for the cost of education will continue to widen," she said.

Quebec

THE March 30 budget speech was long on wording and short on details, but generally beat to the drum of austerity measures with tax increases, wage freezes and education spending capped at 2.2 per cent for the coming year.

Quebec's federation of professors called the budget a "bitter disappointment," saying post-secondary education has been particularly hard hit after the promised 3.5 per cent increase in the 2009 budget never materialized and funding was limited to 2.2 per cent.

The government has still to make up a 16.5 per cent or $33 million shortfall in research funding in last year's budget, while the professors' association warns the $75 million in targeted funding to the innovation and export program will only lead to the commercialization of research at the expense of academic freedom.

The budget also proposes to lift the university tuition freeze – a major pillar of Quebec post-secondary education – as of 2012. The government will call a meeting of "education partners" this fall in order to establisb the terms of future tuition increases.

Student groups were quick to denounce the planned increases in tuition.

In a statement, the Quebec Federation of Students said it deplored the government's stance on unfreezing tuition before consulting with stakeholders.

The Canadian Federation of Students said it was ill-conceived to sacrifice accessibility when 70 per cent of jobs created today require a post-secondary education, noting the success of the current policy as Quebec has the highest enrolment rates in the country.

"The government of Quebec has turned its back on students and their families," said CFS national chairperson Katherine Giroux-Bougard. "Quebec's low tuition fees have built the foundation for its future economic success, but that will be undone if the government moves ahead with increases."

Newfoundland & Labrador

THERE'S a mixed reaction from the academic community to the Williams' government March 29 budget.

Ross Klein, president of the Memorial University of Newfoundland Faculty Association, says he's pleased with the government's support for student housing and its commitment to hold the line on tuition fee increases, but "our members continue to be concerned about the aging and crumbling infrastructure in which we work."

Budget 2010 provides $17.3 million for a new building and upgrades at College of the North Atlantic and $41.7 million for a new academic building at Memorial's Corner Brook campus, two new student residences in St. John's and Corner Brook, and deferred maintenance and upgrades at existing facilities.

Klein said space for labs and research equipment in some departments is addressed in the mix, but not adequately addressed for many others. He says infrastructure needs are growing with the influx of new aculty. "In some departments people are being forced to double-up in offices designed for one person."

The budget also pledges a $2 million increase for graduate student fellowships, which Klein said was "sorely needed."

Daniel Smith, Newfoundland's chairperson of the Canadian Federation of Students, was upbeat about the additional funding.

"To see that money put in place was very welcomed," said Smith.

He said students also applauded another budget with a tuition freeze, although "as the province's economy recovers, students will look to the government for lowered tuition."

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Fed's Plans for Aboriginal Education Not Hopeful

From PAGE A3

Through the "Post-Secondary Student Support Program" the federal government currently provides $300 million in annual financial assistance to eligible aboriginal students pursuing a post-secondary education. Since 1996, increases to the fund have been capped at two per cent a year. The rate increase is less than the rate of inflation and is further diminished by fee increases over that percentage and is unrelated to growth in the number of young aboriginals or the number of secondary school graduates who are qualified for post-secondary education and to the low rate of aboriginal university attendance. More than 12,000 eligible students have been reportedly denied post-secondary education since 2001 due to inadequate funding.

The withdrawal of support for First Nations University is inconsistent with the federal government's treaty obligations to fully fund First Nations students. The recent federal budget announced that financial support for First Nations and Inuit university and college programs, currently provided through the Post-Secondary Students Support Program and administered by band councils, will be revamped.

The budget doesn't provide details but the likelihood is that changes will reduce band council control over funding education and remove band council ability to provide counsellors and other support for students, in addition to financial assistance. This is short-sighted, and it belies not only obligation, but the long and deplorable history of forced assimilation. Our government should stop the under-funding and move decisively to close the educational gaps between aboriginal and other Canadians. ■

Windsor met en veilleuse le projet de collège privé

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sition du corps professoral à l'externalisation des postes d'enseignement prévue par Study Group.

Le vice-recteur associé aux affaires académiques, Bruce Tucker, a reconnu que les dirigeants ont « beaucoup appris » des réactions au projet. Il a promis que des consultations plus poussées seraient entreprises avec les parties intéressées avant que le projet ne soit présenté à nouveau, mais a refusé d'en dire plus quant au moment où cela pourrait se produire.

« Ce n'est pas quelque chose qui peut être imposé sur un campus », a-t-il souligné.

Study Group voit ainsi échouer sa tentative de pendre pied au Canada aux côtés de la société concurrente Navitas, qui exploite des collèges privés dans deux autres universités canadiennes. ■

English on page A7.

Windsor: Private for-Profit Plan Withdrawn

THE University of Windsor has withdrawn plans, for now, to explore a bid by private education corporation Study Group aimed at establishing a for-profit college on campus.

Faculty and students packed the university's senate chambers last month to voice their opintons on the so-called "pathways program" for international students, but didn't get a chance to speak.

Three motions involving the university's faculties of science and arts and social sciences were pulled from the table by the university, without explanation, and before debate could begin.

Another motion involving the school of business had already been voted down by senate after exhaustive debate at an earlier meeting in February.

"I'm satisfied with the outcome," said Brian Brown, president of the university's faculty association. "I think the administration now understands the need for a better consultation process with the affected departments."

He characterized the proposed program for incoming first-year students as "academically unsound," and said faculty opposed Study Group's intended outsourcing of teaching jobs.

Windsor's associate vice-president of academic affairs Bruce Tucker admitted administrators "learned a lot" from reaction to the proposal.

Faculty association president Brian Brown said Study Group's program was academically unsound.

He promised more thorough consultation with stakeholders before tabling the item a second time, but declined to comment on when that would happen.

"It's not something you can force on a campus," he said.

The outcome is a defeat for SG in its attempt to establish a foothold in Canada alongside competitor Navitas, which runs private colleges at two other Canadian universities. ■

Version française à la page A1.

Fermeture de trois bureaux de la CCDP

LE gouvernement Harper a pris la décision de fermer les bureaux de la Commission canadienne des droits de la personne (CCDP) à Vancouver, Toronto et Halifax.

Les trois bureaux qui disparaîtront ont reçu 70 % de toutes les plaintes officielles adressées à la CCDP en 2008.

La présidente de l'ACPPU, Penni Stewart, estime qu'en raison de ces fermetures, il sera beaucoup plus difficile pour les membres des groupes marginalisés de présenter des plaintes en matière de droits de la personne.

Le syndicat qui représente le personnel de la CCDP croit que cette décision du gouvernement nuira aux personnes racialisées et aux récents immigrants, rendant bien plus difficile de dénoncer les mauvais traitements systémiques et les cas individuels de discrimination.

Pour John Gordon, président national de l'Alliance de la Fonction publique du Canada (AFPC), cette mesure montre à quel point le gouvernement conservateur cherche à déstabiliser les organismes des droits de la personne et les organisations de femmes au Canada.

« Quand les conservateurs sont arrivés au pouvoir en 2006, ils ont immédiatement aboli le Programme de contestation judiciaire et fermé des bureaux de Condition féminine Canada un peu partout au pays », a rappelé M. Gordon dans un communiqué. « Ils ont cessé de financer les groupes de femmes qui font de la recherche et réclament des changements, et les groupes minoritaires ont perdu leur capacité d'entreprendre des contestations judiciaires en invoquant la Charte des droits. »

« Le gouvernement a aussi coupé les vivres à des ONG de renom comme KAIROS, et a nommé des droitistes au conseil d'administration de Droits et Démocratie — ce qui a entraîné une grave crise au sein de cette organisation. La fermeture des bureaux de la CCDP est un autre exemple d'une tendance scandaleuse. »

Le communiqué de l'AFPC souligne également que les centres urbains où les bureaux de la CCDP disparaîtront regroupent un pourcentage important de toute la population racialisée au Canada. ■

English on page A8.

L'UPEI fait appel d'une décision touchant les droits de la personne

L'UNIVERSITÉ de l'Île-du-Prince-Édouard (UPEI) a décidé de porter en appel devant la Cour suprême de la province le jugement par lequel la commission provinciale des droits de la personne a récemment invalidé la politique de retraite obligatoire de l'établissement en raison de son caractère discriminatoire. Il est peu probable que la demande d'interjeter appel soit examinée avant l'automne.

L'affaire a débuté lorsque trois membres du personnel ont déposé des plaintes contre l'université après avoir été forcés de prendre leur retraite à 65 ans en 2005-2006.

Dans sa décision rendue le 23 février, la commission a décrété que la politique de l'université contrevenait à certaines dispositions de la loi provinciale régissant les droits de la personne qui interdisent toute discrimination fondée sur l'âge, et que l'université portait à elle seule l'entière responsabilité de la discrimination parce qu'elle avait « imposé » plutôt que de négocier la clause en question.

Le président de l'association du personnel académique de l'UPEI David Seeler estime que les dirigeants de l'université, dont il qualifie la réaction de « bizarre », agissent comme s'ils devaient exercer leurs fonctions de direction en pratiquant la discrimination fondée sur l'âge, une approche incompatible avec leur obligation de montrer la voie à suivre.

Malgré l'appel interjeté, la commission rendra d'ici juin une autre décision sur les dommages-intérêts et les dépens réclamés et sur la possibilité pour les employés concernés de réintégrer le milieu de travail.

Le vice-recteur aux finances et aux installations de l'université, Gary Bradshaw, a déclaré au *Bulletin* que l'université « entend maintenir le statu quo en matière de retraite obligatoire jusqu'à la conclusion de la procédure d'examen judiciaire et à l'appréciation des conclusions arrêtées ». ■

English on page A4.

FRANCOPHONES MINORITAIRES ET SYNDICALISME DANS L'ÉDUCATION POSTSECONDAIRE : DE LA DÉFENSE DES DROITS À LA PLEINE RECONNAISSANCE

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ACPPU

I Feel Like a Marked Man

From PAGE A2

THERAPIST: Hmm. This does sound as though you are a bit stressed. Are you sure you aren't imagining this?

ME: No, I go back and check and there they are — the same words in consecutive essays. What's worse, they're actually my own words — they're the very words I used in the lecture course. The only thing I can think is that the students have recorded the lecture, shared the recording with their friends, revised together and then gone into the examination room together and sat one behind the other.

THERAPIST: Surely they are just copying each other in the exam?

ME: I'm also worried whether my summary paragraph justifying the mark I've given each script will satisfy the brain police (aka the external examiners), but not half so worried as I am about whether it would stand up in a court of law.

THERAPIST: Now you are being ridiculous. Students may be customers, but it will never come to that.

ME: Who's being ridiculous? I am also worried that, as a conscientious teacher teaching a popular subject, I get so much more marking than my colleagues who teach courses on things such as "Stomatal restructuring" or "Recreational use of the statistical package R."

THERAPIST: There have always been inequalities in teaching loads. Try to look at it in a positive light: at least you are popular.

ME: But all this marking and all this teaching is stopping me doing my research.

THERAPIST: Now, now. Look at it this way: you're never going to get another research grant anyway — at least not to do what you want. So just relax and enjoy the teaching — soon it will be the only position you have.

ME: Sob.

THERAPIST: Well, time is moving on and I have many other clients (from your own department), so let's wrap things up. There must be something about marking that you enjoy (apart from finishing).

ME: Funny you should mention that. There is. Just occasionally, I read an exam answer that blows me away. Someone has been to the lectures, done the required reading and understood what it was all about, and then written a staggeringly articulate, well-structured answer. Suddenly I'm feeling better...

THERAPIST: I knew I'd sort you out. In its own way, marking is therapy. ■

Tim Birkhead is professor of behavioural ecology, University of Sheffield.

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CAUT Censure: First Nations U

The First Nations University of Canada has been censured by CAUT Council (November 2008). Censure means that CAUT has concluded that a university board and administration have breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means the university board and administration have resisted all reasonable suggestions from CAUT for a resolution of the dispute.

Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured institution, of the issues involved in the censure. In particular, academic staff are asked not to accept appointments at a censured university, not to accept invitations to speak or attend academic conferences at a censured university, and not to accept any distinction or honour that might be offered by a censured administration. Academic disciplinary associations are encouraged to refuse to carry advertisements for or hold events at censured institutions. Academic staff employed at a university under censure are asked to support and assist efforts to convince the board and administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the *CAUT Bulletin* nor at CAUT's career board www.AcademicWork.ca.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured board and administration that they should adhere to standards now widely accepted in the Canadian academic community.

Sanction de blâme : UPNC

Le Conseil de l'ACPPU a imposé une sanction de blâme à l'Université des Premières nations du Canada (UPNC) en novembre 2008. L'ACPPU prend une telle sanction lorsqu'elle conclut que le conseil et l'administration de l'université en cause ont violé un ou plusieurs des principes fondamentaux de la liberté académique et de la gouvernance que l'ACPPU estime indispensables au bon fonctionnement d'un établissement d'enseignement, et que ces mêmes conseil et administration ont repoussé toutes les recommandations raisonnables formulées par l'ACPPU pour assurer le règlement du différend.

Dans le même temps, l'ACPPU transmet à tous ses membres un avis dans lequel elle leur recommande de s'informer, au moment de traiter avec un établissement frappé d'un blâme, sur les problèmes à l'origine de la sanction. Plus particulièrement, les membres du personnel académique sont invités à ne pas accepter de poste à l'établissement ainsi sanctionné, à décliner des invitations à parler ou à participer à des conférences qui s'y tiennent, et à refuser tout honneur ou distinction qui peuvent leur être offerts. Les associations disciplinaires universitaires sont invitées à refuser d'annoncer les événements qui auront lieu à l'établissement sanctionné ou d'y tenir des activités. On demande également aux membres du personnel académique de l'université frappée d'un blâme d'appuyer les efforts exercés pour convaincre le conseil et l'administration de la nécessité d'un règlement. L'ACPPU refusera d'annoncer dans son *Bulletin* et sur son site www.travailacademique.ca les offres d'emploi de l'établissement sous le coup d'une telle sanction.

L'ACPPU reconnaît certes le fardeau que la procédure de blâme impose aux membres du personnel académique et aux étudiants des universités sanctionnées. Elle croit toutefois que le blâme et les sanctions qui y sont rattachées sont nécessaires pour rendre publiques les conditions insatisfaisantes qui existent dans les universités en cause et pour persuader le conseil et l'administration de ces établissements qu'ils ont le devoir de se conformer aux normes reconnues par l'ensemble de la communauté universitaire du Canada.

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CANADA'S VOICE FOR ACADEMICS — CAUT/ACPPU BULLETIN

NEWS ACTUALITÉS

CHRC Branch Offices Will Close

THE Harper government has decided to close Canadian Human Rights Commission offices in Vancouver, Toronto and Halifax.

The three offices slated for closure received 70 per cent of all signed complaints to the CHRC in 2008.

"Closure of the three locations will make it much harder for individuals from marginalized groups to launch human rights complaints," said CAUT president Penni Stewart.

The union that represents CHRC employees says this latest move will have a negative impact on racialized people and recent immigrants — making it much more difficult to challenge both systemic abuses and individual instances of discrimination.

John Gordon, national president of the Public Service Alliance of Canada, said the closures are indicative of a strategy by the Conservative government to destabilize human rights organizations and women's groups in Canada.

"When the Conservatives took power in 2006, one of their first moves was to abolish the Court Challenges Program and close Status of Women Canada offices across the country," he said in a press release. "Women's groups were denied government funding if they engaged in research or advocacy work, and equality-seeking groups lost the ability to fund Charter of Rights challenges.

"The government has also cancelled funding to notable NGOs such as KAIROS, and appointed ultra-conservative partisan board members to Rights & Democracy — manufacturing a massive crisis within the organization. The closure of CHRC offices is another example of this outrageous trend."

The PSAC release also notes that the urban centres where the CHRC offices are being closed are home to a significant percentage of all racialized people in Canada. ■

Version française à la page A7.

De bons et de mauvais budgets provinciaux

→ Suite de la PAGE A4

système proposé de transfert des crédits, ainsi que sur la promesse qu'il a faite d'augmenter de 50 % le nombre d'inscriptions d'étudiants étrangers.

Les réactions des étudiants sont partagées face aux mesures budgétaires de 2010 relatives aux frais de scolarité et à l'aide financière. Si certains étudiants se réjouissent des nouvelles règles applicables au revenu d'emploi et des nouveaux allégements pour les aides financières et les emprunts consentis, d'autres déplorent l'intention du gouvernement d'appliquer, sur les deux prochaines années, des hausses annuelles des frais de scolarité situées entre 4 % et 8 %.

La Fédération canadienne des étudiantes et étudiants (élément de l'Ontario) soutient que le gouvernement mise beaucoup trop sur l'« approche associant niveau élevé des frais de scolarité et niveau d'endettement élevé » pour financer le système d'éducation supérieure. Selon la fédération, une telle majoration fera s'enliser davantage les étudiants dans l'endettement et haussera les frais d'utilisation d'un autre 8 % à 16 % sur deux ans.

Ainsi, l'étudiant diplômé moyen accumulera dorénavant une dette de 29 200 $, indique la présidente de la FCÉÉ-Ontario, Shelley Melanson.

« L'écart entre l'Ontario et le reste du Canada pour ce qui est du coût des études continuera de s'élargir, déjà que l'Ontario est la province où le coût d'obtention d'un diplôme est le plus élevé », ajoute-t-elle.

Manitoba

SUIVANT tous les indicateurs, le budget 2010-2011 du Manitoba aurait dû prévoir des augmentations raisonnables des crédits à l'éducation supérieure. En matière de financement provincial au titre de l'éducation postsecondaire, le Manitoba traîne derrière la plupart des autres provinces; il a toutefois obtenu d'excellents résultats économiques; le gouvernement fédéral n'a pas, comme on le craignait, fait de coupes dans ses transferts de fonds.

Malgré tout, le gouvernement provincial a annoncé dans son budget du 23 mars une augmentation de 4,5 % seulement des fonds de fonctionnement destinés aux établissements postsecondaires, comparativement à 6 % l'année précédente.

Le président de l'association du personnel académique de l'Université du Manitoba, Brad McKenzie, estime que la situation est « bien pire » pour les universités.

« Le fait est que le budget de fonctionnement global de l'Université du Manitoba n'a augmenté que de 2 % », explique-t-il. « Un montant de 848 000 $ a été affecté précisément à des travaux d'agrandissement au sein de la faculté de médecine, et un montant de 208 000 $ est alloué au programme international de génie de la faculté d'éducation. »

« L'augmentation totale des crédits attribués à l'Université du Manitoba se chiffre à environ 2,5 %, soit seulement 55 % environ de ce qui aurait dû être sa juste part de l'augmentation annoncée. »

Selon le président de la Manitoba Organization of Faculty Associations, Ian Clark, « le gouvernement a donné dans son exposé budgétaire une idée trompeuse du financement accordé aux universités ».

En outre, le budget permet aux collèges de hausser les frais de scolarité de 150 $ et aux universités, de 5 %, mais exclut les programmes professionnels, telles la dentisterie et la gestion, où sont proposées des augmentations de 40 % à 55 %.

Les augmentations démesurées que subiront les droits de scolarité et les autres frais dans certaines facultés professionnelles constitueront un obstacle majeur pour bon nombre des étudiants que ces écoles devraient chercher à recruter, croit M. McKenzie.

« La majoration substantielle des frais de scolarité n'est certainement pas la solution au problème alors que le sous-financement est en train de compromettre l'accessibilité aux études supérieures », observe-t-il.

Le budget permettra dorénavant aux étudiants d'avoir accès à une partie du remboursement de l'impôt sur le revenu pour les frais de scolarité pendant qu'ils poursuivent leurs études.

Saskatchewan

DANS son exposé budgétaire du 24 mars, le gouvernement de la Saskatchewan affirme investir des montants considérables dans l'éducation en augmentant de 5 % les fonds de fonctionnement destinés aux universités et aux collèges. Les frais de scolarité pourront être majorés d'un pourcentage égal, alors que le budget alloue 97,7 millions de dollars supplémentaires au programme d'aide financière aux étudiants en vue d'atténuer l'impact de la hausse des frais.

Le budget prévoit aussi 7,9 millions de dollars pour améliorer le système d'enseignement médical, dont un nombre accru de places de stagiaire en soins infirmiers et en soins médicaux, de même qu'un million de dollars en nouveaux fonds de financement pour le Centre canadien de rayonnement synchrotron établi à l'Université de la Saskatchewan.

English on page A6.

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OPEN LETTER TO THE PRIME MINISTER

Restore Full Funding to First Nations University

The Hon. Stephen Harper
Prime Minister of Canada

Dear Prime Minister:

In June 2008 you did what no prime minister before has been willing to do – offer an apology to former students of Indian residential schools. In that apology you noted that "Two primary objectives of the residential schools system were to remove and isolate children from the influence of their homes, families, traditions and cultures, and to assimilate them into the dominant culture."

Now, less than two years later, your government is forcing the closure of Canada's only First Nations university – the sole university in Canada based on First Nations traditions and cultures. By refusing to restore full funding for First Nations University, your government will now make it impossible for First Nations university students to study in an institution based on First Nations traditions and cultures.

There is a bitter irony in your government's action, coming as it does after the Federation of Saskatchewan Indian Nations (FSIN) has addressed all of the concerns that have been expressed about the University's governance structure and after the FSIN, the First Nations University, the University of Regina and the Government of Saskatchewan have entered into a partnership agreement to ensure proper financial and administrative management of First Nations University.

Your government's refusal to restore full funding, which will cause the University to close after August 31, 2010, is an act of disrespect to First Nations peoples in Canada and a continuation of the very practices for which you apologized in June, 2008.

We urge you to back up your 2008 apology by restoring full Federal funding to First Nations University immediately so that it can grow and expand, not have to wind down and close.

Yours truly,

LETTRE OUVERTE AU PREMIER MINISTRE

Rétablir le financement intégral de l'Université des Premières nations

L'Honorable Stephen Harper
Premier ministre du Canada

Monsieur le Premier ministre,

En juin 2008, vous avez fait ce qu'aucun premier ministre avant vous n'avait voulu faire – présenter des excuses aux anciens élèves des pensionnats indiens. Lors de la présentation de ces excuses, vous faisiez remarquer que « Le système des pensionnats indiens avait deux principaux objectifs : isoler les enfants et les soustraire à l'influence de leurs foyers, de leurs familles, de leurs traditions et de leur culture, et les intégrer par l'assimilation dans la culture dominante. »

À présent, moins de deux ans plus tard, votre gouvernement force la seule université des Premières nations du Canada à fermer – la seule et unique université au Canada à se baser sur les traditions et cultures des Premières nations. En refusant de rétablir le financement intégral de l'Université des Premières nations, votre gouvernement va empêcher les étudiants de l'Université des Premières nations d'avoir accès à des études dans un établissement fondé sur les traditions et cultures des Premières nations.

Quelle ironie : cette décision a été prise par votre gouvernement après que la Fédération des nations indiennes de la Saskatchewan (FSIN) eut réglé toutes les questions qui avaient été soulevées au sujet de la structure de gouvernance de l'Université, et après que la FSIN, l'Université des Premières nations, l'Université de Regina et le gouvernement de la Saskatchewan eurent conclu une entente de partenariat afin d'assurer une gestion financière et administrative adéquate pour l'Université des Premières nations.

Le refus de votre gouvernement de rétablir le financement de l'université en entier – ce qui entraînera sa fermeture après le 31 août 2010 – se traduit par un manque de respect envers les peuples des Premières nations du Canada, et par la poursuite des mêmes pratiques pour lesquelles vous présentiez des excuses en juin 2008.

Nous vous conseillons vivement de donner suite à vos excuses présentées en 2008 en rétablissant immédiatement dans son intégralité la contribution du gouvernement fédéral à l'Université des Premières nations, de sorte qu'elle puisse s'épanouir et prendre de l'expansion, plutôt que d'avoir à réduire ses opérations puis à fermer.

Veuillez agréer, Monsieur le Premier ministre, l'expression de nos sentiments les plus sincères.

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SECTION B

C

■ **CHEMICAL ENGINEERING — University of Waterloo.** The Department of Chemical Engineering at the University of Waterloo invites applications from outstanding candidates for a tenure track position at the level of Assistant Professor in the areas of computational fluid dynamics, modeling of multi-scale systems or process control. All applicants must demonstrate excellent research potential as well as strong undergraduate teaching interest and ability. The successful applicant will assume a normal teaching load and will be expected to teach a range of undergraduate and graduate courses in chemical engineering. He/She is also expected to contribute to the teaching and supervision of graduate students. Candidates are expected to become eligible for Professional Engineering Registration in Ontario. The Department currently has 34 full-time faculty members conducting research in the following seven theme areas: Biochemical and Biomedical Engineering; Interfacial Phenomena, Colloids and Porous media; Green Reaction Engineering; Nanotechnology; Process Control, Statistics and Optimization; Polymer Science and Engineering; and Separation Processes. The department has a total annual enrolment of 500 undergraduate and over 160 graduate students making it one of the larger chemical engineering departments in North America. The University of Waterloo has over 28,000 students, and is consistently ranked among the top comprehensive universities in Canada. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at www.uwaterloo.ca. Applications consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, names and full contact information for three referees should be sent to: Professor T.A. Duever, Chair, Department of Chemical Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be received until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **COMPUTER SCIENCE (CHERITON CHAIRS IN SOFTWARE SYSTEMS) — University of Waterloo.** Applications are invited for one or two David R. Cheriton Chairs in Software Systems. These are senior positions and include substantial research support and teaching reduction. Candidates with outstanding research records in software systems (very broadly defined) are encouraged to apply. Successful applicants who join the University of Waterloo are expected to be leaders in research, have an active graduate student program and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2010 calendar year. The Chairs are tenured positions. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor — this policy has encouraged the creation of many spin-off companies including iAnywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research In Motion. Please see our website for more information: http://www.cs.uwaterloo.ca. To submit an application, please register at the submission site: http://www.cs.uwaterloo.ca/faculty-recruiting. Once registered, instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMPUTER SCIENCE (HEALTH INFORMATICS) — University of Waterloo.** The University of Waterloo invites applications for one or two tenure-track or tenured faculty positions in the David R. Cheriton School of Computer Science, in the area of Health Informatics. We define health informatics broadly to include medical informatics and biomedical systems. The School plans to start a new graduate degree program in health informatics in September 2010. Candidates at all levels of experience are encouraged to apply Suc-

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4-colour (CMYK) ..... +$700
Preferred position (display ads) ..... +10%
Agency commission (print-ready display ads)†† 15%
†† 4-colour & position charges commissionable.

Publisher's Statement

The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

Tarifs publicitaires (Section B)

OFFRES D'EMPLOI
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Annonces classées ..... 1,20 $/mot

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Déclaration de l'éditeur

Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la *Loi sur les droits de la personne*. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=247&lang=2) reflète les priorités clés de cette organisation. Le comité de rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où le teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tél : (202) 737-5900, ou de visiter www.aaup.org.

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B7 Accommodations

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613-820-2417

EMAIL
ads@caut.ca

MAIL
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2705 Queensview Dr.
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K2B 8K2

Direct correspondence and questions to the Advertising Coordinator

Print career ads posted online at **ACADEMICWORK.CA** for free.

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613-820-2417

COURRIEL
ads@caut.ca

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Bulletin ACPPU
2705, prom. Queensview
Ottawa (Ontario)
K2B 8K2

Adresser la correspondance et les questions à la coordonnatrice de la publicité

Les publicités imprimées sont affichées gratuitement sur **TRAVAILACADEMIQUE.CA.**

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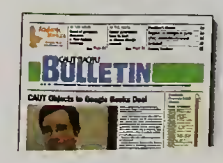

CAREERS CARRIÈRES

cessful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2010 calendar year. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor – this policy has encouraged the creation of many spin-off companies including iAnywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research In Motion. Please see our website for more information: http://www.cs.uwaterloo.ca. To submit an application, please register at the submission site: http://www.cs.uwaterloo.ca/faculty-recruiting. Once registered, instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMPUTER SCIENCE (SOFTWARE ENGINEERING) — University of Waterloo.** The University of Waterloo invites applications for a tenure-track or tenured faculty position in the David R. Cheriton School of Computer Science, in the area of Software Engineering. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2010 calendar year. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor – this policy has encouraged the creation of many spin-off companies including iAnywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research In Motion. Please see our website for more information: http://www.cs.uwaterloo.ca/faculty-recruiting. Once registered, instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COUNSELLING PSYCHOLOGY — Simon Fraser University.** The Faculty of Education, Simon Fraser University, seeks applications for a tenure-track position in Counselling Psychology. While preference will be given to individuals with a multicultural and/or diversity specialization, applicants with other areas of specialization are encouraged to apply. The appointment will be at the rank of assistant professor and will begin September 1st, 2010. Located in the greater Vancouver area, the Faculty offers classes on three urban campuses in Burnaby, Surrey, and downtown Vancouver (see www.sfu.ca) and works with communities and school districts throughout British Columbia. The Faculty has an outstanding record in research grants and publications, and in the design and delivery of innovative community based programs in teacher education and professional development. We seek candidates who are able to contribute in these areas and have interests in education across disciplinary boundaries, in keeping with the non-departmental organization of the Faculty. Candidates will contribute to the growth of the Counselling Psychology program at our SFU Surrey campus. Our Faculty has been successful in building the SFU Surrey Counselling Centre in collaboration with the Surrey School Board. The Centre supports the program's clinical training and is a future centre for counselling research. Candidates must possess a doctoral degree in Counselling Psychology, the ability to develop a program of research related to Counselling Psychology, and a minimum of three years of counselling practice experience in the field. Preference will be given to candidates who have expertise in one or more of the primary teaching areas of the program including: theories of counselling, counselling skills and strategies, assessment, ethics, group counselling, career counselling, and family counselling. Applicants who have a specialization and/or experience in school counselling, or experience with teachers and parents in K-12 settings will be of particular interest. Applicants will be expected to teach and develop counselling related courses and programming at the undergraduate and graduate level, work with pre- and in-service teachers, and supervise graduate research. Expertise and experience in counsellor education and supervision, knowledge of and experience in the public school system, and experience or expertise in cross-cultural counselling are significant assets for this position. SFU is a university that serves students of diverse ethnic, cultural, linguistic and international origins and, therefore, interests and or experience in working in multicultural and international settings with students of diverse backgrounds is a desired attribute of applicants. Applicants should forward a letter of application describing their teaching experience, scholarly interests and achievement, and potential contributions to the faculty; a current curriculum vitae, names and contact information of three referees; and one scholarly paper to: Dr. Kelleen Toohey, Associate Dean, Academic, Faculty of Education, Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada, V5A 1S6. Applications will be reviewed starting March 31, 2010. Only shortlisted candidates will be contacted. Please do not ask referees to send letters of reference. All qualified applicants are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to equity in employment and offers equal employment opportunities to all qualified applicants. All appointments are subject to budgetary approval. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see. http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

E

■ **ECONOMICS — Saint Mary's University.** The Department of Economics in the Sobey School of Business at Saint Mary's University invites applications for a 9-month full-time sessional position at the Lecturer or Assistant Professor rank. The appointment will commence 1 September 2010. Applications for the position should possess, at minimum, a Master's degree in Economics. Previous teaching experience is preferred. Successful candidates will be expected to teach at the undergraduate level. The Department is particularly interested in individuals who can teach Introductory and Intermediate economics courses. All qualified candidates are encouraged to apply, however priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to employment equity and invites applications from qualified women and men, visible minorities, aboriginal people, and people with disabilities. Applicants are requested to forward a letter of application and curriculum vitae, as well as the names and contact information for three references, to: Professor Martha MacDonald, Chair, Department of Economics, Sobey School of Business, Saint Mary's University, Halifax, NS, B3H 3C3, Canada or by email to: economics@smu.ca. Consideration of candidates will begin 15th March 2010. Applications will continue to be accepted until the position is filled.

■ **EDUCATIONAL COUNSELLING — University of New Brunswick.** The Faculty of Education at the University of New Brunswick invites applications for a two year term position at the rank of Assistant Professor in the area of Educational Counselling. Applicants must have a Doctoral degree in Educational Counselling, Counselling Psychology or a related field; e record of, or potential for scholarly contribution; and be eligible for licensure as a psychologist in the province of New Brunswick. Applicants must have expertise in one or more of the following areas of knowledge: Individual and group counselling processes, counselling in school settings, career counselling, behavioral and emotional disorders, psychological assessment, and issues of professional practice and ethics in a Canadian context. Training and experience in supervision of master's-level counsellor trainees is an asset. The ideal candidate will have an understanding of theory to practice in Educational Counselling and will be able to use this understanding to work within an established, active research group. Responsibilities will include teaching at the undergraduate and graduate levels, student supervision at the Master's and Doctoral levels, pursuit of a program of research and scholarship, providing leadership in the discipline, and actively strengthening linkages with the professional community. The appointment, effective July 1, 2010, will be at the Assistant Professor level. The University of New Brunswick is one of the oldest public universities in Canada. It offers degrees in more than 60 disciplines encompassing a range of academic and professional programs. The Faculty of Education offers graduate and undergraduate programs in teacher education and adult education. The Faculty is active in international programs and has been highly successful in obtaining research grants and contracts. Fredericton New Brunswick located by the St. John River, boasts many kilometers of walking trails and a very active arts community. Noted as one of the world's "smart cities" Fredericton offers affordable housing and a relaxed, Maritime life style. Review of applications will begin April 30, 2010, and will continue until the position is filled. A letter of application, current curriculum vitae, a statement of research interests, and two samples of scholarly work (reflecting your research interest), a teaching portfolio, and names of three references should be sent. This position is subject to final budgetary approval. Application packages should be directed to: Dr. Ellen Carusetta, Professor and Interim Dean, Faculty of Education, The University of New Brunswick, PO Box 4400, Fredericton, NB, Canada, E3B 5A3; Email: gilmore@unb.ca; Phone 506-453-4862; Fax: 506-453-3569. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Nano Electro Mechanical Systems leading to biochip and related medical applications; 2. Low dimensional quantum structures leading to potential applications at the device level; 3. Radio Frequency Micro Electro Mechanical Systems (RF-MEMS) expanding into new, RF-related areas including bio-medical and RF nano-based devices; 4. Large area electronics with expertise in thin film technologies at both material and device levels and potential expansion into bio applications. The ECE department is home to the Giga-to-Nano Laboratory (http://ece.uwaterloo.ca/~a-sidki) and the Centre for Integrated RF Engineering (http://www.cirfe.uwaterloo.ca), both excellent fabrication and characterization facilities with state-of-the-art infrastructure. In addition to these existing facilities, the ECE department will also be an active partner of the Quantum

UBC DENTISTRY | THE UNIVERSITY OF BRITISH COLUMBIA

Assistant/Associate Professor
Dental Hygiene Degree Program

The Faculty of Dentistry invites applications for a full-time tenure track position at the Assistant Professor or Associate Professor level to commence September 1, 2010 at the Vancouver Campus.

Applicants must be Dental Hygienists with teaching and research experience and active participation in the Dental Hygiene profession. Applicants must have a Master's degree in Dental Hygiene or a related area, however, preference will be given to applicants with a PhD. Preference will be given to individuals who can collaborate with other researchers. Applicants require a minimum of 3 years of clinical or community practice experience and must be eligible for registration with the College of Dental Hygienists of British Columbia.

The successful applicant will participate fully in teaching in the Dental Hygiene and the DMD undergraduate programs and be expected to develop a strong, externally funded research program, and to contribute high quality undergraduate and graduate teaching and effective supervision of graduate students.

UBC hires on the basis of merit and is committed to employment equity; however, Canadian citizens and permanent residents of Canada will be given priority. Review of applications will begin **May 1, 2010** and continue until the position is filled. Send applications with a curriculum vitae, evidence of teaching effectiveness and contact addresses of three referees to:

Professor Bonnie J. Craig
Chair, Search Committee
Faculty of Dentistry
The University of British Columbia
2199 Wesbrook Mall
Vancouver, B.C. V6T 1Z3
***E-mail:* bjcraig@interchange.ubc.ca**

See our website at **www.dentistry.ubc.ca**

LAURIER
Wilfrid Laurier University

For nearly 100 years, Wilfrid Laurier University has been a leader in Canadian post-secondary education. Our success is a direct reflection of the value we place on leadership — in the classroom, in the research lab, and in every facility and office across our four campuses. And it is possible because of the contributions of an outstanding group of people — an involved community of faculty, staff, students and alumni who engage and challenge the world, who value a life of purpose and citizenship, and who make positive contributions in the many communities they touch.

Wilfrid Laurier University seeks applicants for five Tier II Canada Research Chairs, in the following areas:

Aquatic Biology: This position will augment the research expertise within the recently established Laurier Institute for Water Science as well as reinforce research and teaching strengths within the Department of Biology and its graduate program in Integrative Biology. Demonstrated expertise in areas that contribute to studies investigating ecosystem function, population biology, ecotoxicology, behavioural ecology or physiology, or other fields that might be relevant, will be considered. Experience with innovative modern tools (e.g., molecular, genomic, proteomic) and approaches in an interdisciplinary context will be considered strengths.

Environmental Psychology: We are looking for a strong interdisciplinary scholar who can support the development of our environmental psychology research area and focus efforts on the pressing need to address the human dimensions of environmental problems and degradation. Building on our strong existing connections with the community in our region, and with scholars from around the world, the research chair will work across disciplines, collaborating with a multi-disciplinary group of researchers with complementary interests in order to establish Laurier as a hub for research in this field. The primary appointment will be in the Department of Psychology with a possible cross-appointment in an appropriate second academic unit.

Boreal Water Resources and Ecosystem Science: From bases in the Department of Geography and Environmental Studies, the Institute for Water Science and the Cold Regions Research Centre, this Chair will develop a research program that contributes to informed and sustainable management of water resources in boreal ecosystems. Preference will be given to applicants who can demonstrate that their research will lead to the development of novel methods of monitoring and predicting hydro-ecological, geochemical or geomorphological changes to the landscape as it undergoes modification due to warming soils, longer growing seasons and permafrost thaw.

Marketing: The successful candidate will be expected to develop and maintain a highly productive research agenda, provide effective teaching and supervision to graduate research students, and play a leadership role in Laurier's School of Business and Economics. The primary focus will be collaborative research on current and emerging issues as they relate to understanding customer behaviour, measuring the accountability and ROI of marketing expenditures, innovative ways to collect or interpret market insights, or other topics related to (e.g.) innovation in service marketing or product and brand management. Central to this position is a track record of, and willingness to develop and support, inter-disciplinary research.

Technology Commercialization and Intellectual Capital Creation: This position is intended to foster research and solutions that will maximize innovative output by creating a diverse network of cross-disciplinary researchers from across Canada, and maximize the value generated through innovation by connecting with complementary resource holders and the firms interested in benefiting from them. The successful candidate is expected to take a leadership role in developing research in at least three major areas: business opportunities from advances in Canadian science and technology; development and production of competitive Canadian products; and Canadian success in the global marketplace. Applicants must demonstrate an outstanding record of publication as well as practical experience in the areas related to Technology, Innovation and Intellectual Capital.

Detailed descriptions of the positions and instructions for applying can be found at: http://info.wlu.ca/academic/postings/ under "Canada Research Chairs". Review of applications will begin immediately.

Following the internal selection processes, nominees will be selected to apply to the competitive Canada Research Chair process. Tier II CRC nominees must be emerging scholars with the necessary qualifications, including a PhD within the past ten years, to be hired at the assistant or associate professor level. Tier II CRCs are tenable for five years and are renewable once. For more information on the Canada Research Chairs program, please see http://www.chairs-chaires.gc.ca/.

Wilfrid Laurier University
75 University Avenue West,
Waterloo, ON N2L3C5

The University is committed to employment equity and welcomes applications from qualified women and men including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority.

CAREERS CARRIÈRES

Nano Centre (QNC), a new, $100M teaching and research infrastructure to be completed by year 2010. Applicants should have earned a doctoral degree in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING – University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Computer Engineering with expertise in one or more of these areas: networks on chip, fault tolerance/reliability, hardware/software co-design, application processors, reconfigurable systems, and human/computer interaction with a computer engineering perspective. 2. VLSI with specific interests in wireless communication VLSI circuits and systems, or circuits in emerging technologies. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and has planned on expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING (ELECTRONIC DESIGN AUTOMATION) — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at any rank (Assistant, Associate, or, in very special cases, Full Professor) in electronic design automation with expertise in one or more of the following areas: power optimization; system-level design methodologies for synthesis, simulation and performance; design automation for biological system and bio-inspired CAD. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and has planned on expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING (SYSTEMS & CONTROL) — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at the rank of Assistant, Associate, or, in very special cases, Full Professor in the area of systems and control. The ideal candidate will combine a record of high quality research in systems and control with pertinent expertise in a related scientific discipline or an important application area. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **EXECUTIVE DIRECTOR (CENTRE FOR BUSINESS, ENTREPRENEURSHIP & TECHNOLOGY) — University of Waterloo.** In just half a century, the University of Waterloo, located at the heart of Canada's Technology Triangle, has become one of Canada's leading comprehensive universities with 28,000 full- and part-time students in undergraduate and graduate programs. Waterloo embraces its connections to the world and encourages enterprising partnerships in learning, research and discovery. In the next decade, the university is committed to building a better future for Canada and the world by championing innovation and collaboration to create solutions relevant to the needs of today and tomorrow. The Centre for Business, Entrepreneurship and Technology (CBET), located in UW's Faculty of Engineering, was developed to support, build on, and expand UW's burgeoning culture of entrepreneurship. CBET's goal is to change Canada's business landscape by focusing on its engines of growth. CBET has earned an enviable reputation in fostering entrepreneurship, innovation, creativity, and successful commercialization through its focused education, research, and professional development programs. CBET is seeking an academic leader to serve as Executive Director of CBET, in addition to a PhD and the academic qualifications expected for an appointment as a tenure-stream faculty member in the Faculty of Engineering, the successful candidate will have: 1. A vision of entrepreneurial education, research and community involvement that will lead CBET to new levels of excellence; 2. The ability to lead and engage faculty, staff, students, university and community stakeholders in implementing and fulfilling this vision; 3. Strong consensus building skills; 4. Excellent leadership and communication skills; 5. Experience in a senior leadership role with a record of success in fundraising; 6. Strong fiscal management and budgeting abilities; 7. A strong personal belief in the importance of entrepreneurship and commercialization as a foundation for redefining and improving the face of Canadian business. Applications with a letter of introduction, detailed resume and references may be submitted electronically, in confidence, to Dr. Adel Sedra, Dean of Engineering, Chair of CBET Executive Director search Committee at sedra@engmail.uwaterloo.ca. The search committee will begin its review of candidates on April 1, 2010 and the new Executive Director will take office in the Accelerator Building on July 1, 2010. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

G

■ **GENETICS — Wilfrid Laurier University.** The Department of Biology invites applications for a tenure-track position in Genetics at the level of Assistant or Associate Professor, to start July 1, 2010 (subject to budgetary approval). Applicants will be expected to have a broad background in both prokaryotic and eukaryotic genetics, to support the Department's undergraduate and graduate programs. Preference will be given to applicants with a strong research focus in microbial genetics to complement the Department's existing research strengths (http://www.wlu.ca/page.php?grp_id=4&p=13200). The focus of the Department's MSc program is Integrative Biology, and the undergraduate program focuses on organism-centred integration of the concepts of form, function, and evolution. More information about the Department can be found at: http://www.wlu.ca/science/biology. Candidates should have a PhD and post-doctoral experience in a relevant discipline, provide evidence of excellence in teaching, and have an active research program with strong potential for external funding. Undergraduate teaching responsibilities may include courses such as Genetics (BI266), and Genome Dynamics (BI426). The successful applicant may have the opportunity to develop senior undergraduate courses in his or her area of specialization, and would be expected to supervise graduate students and contribute to graduate-level teaching. Applicants should send a CV, three representative reprints, a summary of research objectives and teaching experience, and arrange for three letters of reference to be sent to Dr. Lucy Lee, Chair, Department of Biology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Email: llee@wlu.ca; fax. 519-746-0677. The deadline for applications is April 15, 2010. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ **GEOGRAPHY (TOURISM POLICY & PLANNING) — University of Waterloo.** The Department of Geography and Environmental Management (GEM) at the University of Waterloo invites applications for a tenure track position in Tourism Policy and Planning at the assistant or associate professor level. Preference will be given to candidates with expertise in geography, tourism and human dimensions of natural resource management, but candidates with expertise in recreation and leisure or tourism business management are also encouraged to apply. Candidates must have a PhD and well developed research and policy

Associate or Full Professor / Director PERFORM Centre

Department of Exercise Science
Faculty of Arts and Science, Concordia University

The Department of Exercise Science at Concordia University in Montreal, Quebec, is seeking a superior candidate to fill the position of Director of the Prevention, Evaluation, Rehabilitation, Formation (PERFORM) Centre PERFORM **is a unique Centre for research activities, academic training, and community service** that will open in 2011 in a newly built, state-of-the-art facility on the Loyola Campus in Montreal. PERFORM is poised to become a world leader in the integrated study of how physical activity, nutrition, and behaviour change can improve human health.

The Director will be a full-time faculty member in the Department of Exercise Science. In addition to leading a vigorous and internationally competitive research program, teaching, and supervising graduate and postdoctoral students and fellows, he/she will be expected to play a leading role in managing the PERFORM Centre

The ideal candidate will be fluent in English and French. He/she will be able to coordinate and accelerate the development of comprehensive health/clinical science research programs, graduate studies and undergraduate education opportunities, as well as raise the Centre profile locally, nationally and internationally. The Director will also be expected to advance academic internationalization by fostering collaborative research and student exchanges in many areas of health science.

For a detailed job description and more information about the Centre, please visit *http://performcentre.concordia.ca*

Applications must consist of a cover letter, a current curriculum vitae, description of research achievements, description of administrative experience, a statement of teaching philosophy/interests and evidence of teaching effectiveness. Candidates should arrange to have at least three letters of reference sent directly to:

Dr. Robert Kilgour,
Chair, Department of Exercise Science
Concordia University
1455 De Maisonneuve Blvd. West, EV4.161,
Montreal, Quebec H3G 1M8 Canada

Subject to budgetary approval, we anticipate filling this tenured position at the rank of Associate or Full Professor during the 2010-2011 academic year. Review of applications will begin immediately and will continue until the position is filled. All applications should reach Dr. Kilgour no later than June 1, 2010. All inquiries should be directed to Dr. Kilgour *kilgour@alcor.concordia.ca*.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

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McMaster-Mohawk Joint Venture | Bachelor of Technology Partnership

The McMaster-Mohawk Bachelor of Technology Partnership invites applications for a teaching-track position, to teach in both the Bachelor of Technology (B.Tech.) and Electrical and Computer Engineering programs in

Energy Engineering Technologies

Experience in power electronics is required. The successful applicant will teach courses in both the B.Tech. program and in McMaster's Bachelor of Engineering program and will be required to be actively engaged in laboratory development.

Description of the B.Tech. program and its curricula are available on the Bachelor of Technology Partnership website:
http://btech.mcmastermohawk.ca

An initial appointment will be made for a period of three years. Candidates must have at least a master's degree and preferably a doctoral degree in the field of specialization. Candidates must possess excellent communication skills and a strong commitment and demonstrated ability in classroom instruction. Experience in teaching engineering, technology, science or mathematics courses at the university level is essential; relevant industrial experience is an asset. Registration as a Professional Engineer of Ontario, or eligibility to acquire registration in Canada, is an essential qualification. *Review of applications will begin immediately and continue until the position is filled.*

Send an application letter, your curriculum vitae, graduate transcripts, a statement of teaching philosophy, and the names and addresses of three professional references to: Alan Murray, Executive Director, McMaster-Mohawk Bachelor of Technology Program, ETB 121, McMaster University, Hamilton, Ontario, Canada, L8S 0A3 or at info@mcmastermohawk.ca. Applications will be accepted until the position has been filled.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

McMaster University ENGINEERING

MOHAWK COLLEGE OF APPLIED ARTS AND TECHNOLOGY

CAREERS CARRIÈRES

expertise in one or more of the following areas: 1. Sustainable tourism; 2. Tourism and international development; 3. Tourism and conservation/ecotourism; 4. Tourism and environmental or cultural change; 5. Tourism development and planning. Candidates need to have demonstrated the ability to secure research funding, successfully collaborated with public and/or private tourism stakeholders in tourism development and management, and have published in leading journals relevant to their area of expertise. The candidate will contribute to teaching at the undergraduate and graduate levels in GEM and the Tourism Program. A commitment to excellence in teaching and graduate student supervision is essential. The successful candidate will also have many opportunities for collaboration within the Faculty of Environment and the Department of Recreation and Leisure Studies. The Tourism Program at the University of Waterloo is a two-year, masters level, plan offered jointly by the Department of Geography and Environmental Management and the Department of Recreation and Leisure Studies. The program provides a constructive, critical, and interdisciplinary education that is designed to prepare students for careers in government, business, tourism and recreation planning, or consulting. The Department of Geography and Environmental Management is part of the Faculty of Environment, which also includes the Department of Environment and Resource Studies, School of Planning, School of Environment Enterprise and Development, and Centre for Knowledge Integration. For additional information see: http://www.environment.uwaterloo.ca/. Applications must include statements of career objectives, areas of research expertise and interests, and the applicant's approach to teaching and learning. Applicants must include with the letter of application a C.V. and the names (with contact information) of four referees. Referees will be contacted for those included in the short list after an initial review of applications that will commence on May 14, 2010 and continue until the position is filled. Applications should be sent to: Chair, Departmental Search Committee, Department of Geography & Environmental Management, Faculty of Environment, University of Waterloo, Waterloo, ON, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **GEOMATICS (SHARCNET CHAIR) — University of Waterloo.** The Department of Geography and Environmental Management at the University of Waterloo invites applications for a tenure track SHARCNET Research Chair in Geomatics at the assistant professor level. Preference will be given to applicants with expertise in climatology and climate modelling, and with teaching experience in physical geography (Earth system science). Candidates must have a PhD and a proven research record in one or more of the following areas: coupling of ocean-atmosphere processes, especially related to sea ice, within the global climate system; the application of heritage and state of the art Earth observation measurements in climate models; cryospheric, microclimatic and/or hydrological feedbacks at local to regional scales in the climate system. Expertise in the impacts of climate change on natural and human systems will be an added advantage. The successful candidate will have a research program that requires high-performance computing (HPC) facilities, such as those provided by SHARCNET. SHARCNET is a consortium of colleges and universities that share a network of high performance computers, linked by advanced fibre optics. The SHARCNET Research Chair in Geomatics will be expected to enhance research, using HPC to promote interdisciplinary studies in interaction with departments, the newly established Interdisciplinary Centre on Climate Change (IC3) and partner institutions. The Department of Geography and Environmental Management is part of the Faculty of Environment, which also includes the Department of Environment and Resource Studies, School of Planning, School for Environment Enterprise and Development, and Centre for Knowledge Integration. For additional information see: http://www.environment.uwaterloo.ca/. The anticipated starting date is July 1, 2010. Applications must include statements of career objectives, research interests, and the applicant's approach to teaching and learning. Applicants must include with the letter of application a CV and the names (with contact information) of four referees. Referees will only be contacted for those included in the short list. Applications will continue to be accepted until the position is filled. The appointment is subject to budgetary approval. Applications should be sent to: Chair, SHARCNET Research Chair Search Committee, Department of Geography & Environmental Management, Faculty of Environment, University of Waterloo, Waterloo, ON, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **GEOTECHNICAL ENGINEERING — University of Waterloo.** The Department of Civil & Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Geotechnical Engineering at the rank of Assistant or Associate Professor. Candidates are sought with a strong background in numerical simulation, rock mechanics, physical modelling or testing, soil-structure interaction, or material characterization. The successful candidate must complement the Geotechnical Engineering and Geomechanics Research Group which presently includes faculty with interests in micro-mechanics, geomechanics, analysis and design of buried infrastructure, geomaterial characterization, non-destructive testing, catastrophic landslides, geohazards, and geo-environmental engineering. Applicants with a PhD in Civil Engineering or a closely related field will be considered. Applicants should be eligible for Professional Engineering registration in the Province of Ontario. Applicants must have a demonstrated ability or have clear potential for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills, to be able to supervise graduate students and secure research funding, and to teach undergraduate and graduate courses in a wide range of geotechnical subjects. These include soil mechanics, foundation engineering, numerical modelling, and earth structures engineering. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Send to Professor Neil R. Thomson, Chair, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (http://www.civil.uwaterloo.ca/). Applications will be considered at any time until the position is filled.

H

■ **HISTORY — Saint Mary's University.** The Department of History at Saint Mary's University invites applications for a nine-month sessional appointment at the Assistant Professor level in American History. The successful candidate will be responsible for teaching our introductory surveys, the "History of the United States to 1865" and "History of the United States since 1865," as well as upper level courses in American history to be determined in consultation with the department. The successful candidate will be joining a department with a vigorous research culture whose faculty, graduate students, and post-doctoral fellows have made contributions to historical scholarship in a wide range of areas. Our department provides vital support for the university's interdisciplinary programs, including Atlantic Canada Studies, Asian Studies, Women's Studies, International Development Studies, and Irish Studies. We also enjoy a close relationship with the local museum and educational community enhanced by a Public History component of our program. For further information visit our web page: http://www.stmarys.ca/academic/arts/history. The appointment will commence on September 1, 2010. Applicants must have a completed Ph.D., or be near completion, and demonstrate considerable promise in teaching, research and scholarly publication. Applicants should send a letter of application, a cv, contact information for three academic referees, and a writing sample to the Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3. Fax (902) 420-5141. E-mail: history@smu.ca. The Department will begin reviewing applications on April 15. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents, nevertheless applications from all qualified candidates are welcome. Saint Mary's University is committed to the principles of employment equity.

■ **HUMAN ANATOMY & PHYSIOLOGY — Wilfrid Laurier University.** The Faculty of Science invites applications for a tenure-track appointment in Human Anatomy and Physiology at the Assistant Professor level beginning July 1, 2010, subject to budgetary approval. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, and an active program of research with strong potential for external funding and a commitment to graduate training. Post Doctoral experience would be an asset. The successful candidate will have teaching expertise in the area of human anatomy and physiology. The ability to teach a variety of health-related undergraduate courses (e.g., epidemiology, chronic disease, vulnerable populations, introductory health, and research methods) would be an asset. In addition, the successful candidate's research program should be closely aligned with the field of health or the biomedical sciences. The successful candidate will join an existing department within the Faculty of Science most closely aligned with their academic background but will primarily be a port of and contribute to the teaching needs and development of the new and growing program in Health Sciences within the Faculty of Science. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a summary of teaching experience and interests, and contact information (address, telephone, and email) for at least three referees to Dr. Rick Elliott, Associate Dean, Faculty of Science & Program Coordinator for Health Sciences, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5; (email: relliott@wlu.ca). Applications will be accepted until April 15, 2010, or until the position is filled. Applicants can learn more about the Honours BSc Program in Health Sciences at: https://www.wlu.ca/calendars/program.php?calin=1&id=2584&n=1375&s=308&y=37. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given first consideration. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority.

I

■ **IMMUNOLOGY — University of Western Ontario.** The Department of Microbiology & Immunology invites applications for a probationary (tenure-track) faculty position at the level of Assistant or Associate Professor in Immunology. The successful candidate will hold a PhD, MD, DDS or equivalent degree and is expected to establish an independent, externally funded research program, collaborate with other faculty members at the University and its affiliated institutes, and to participate in the teaching programs of the Department at the undergraduate and graduate levels. Special emphasis will be given to individuals using molecular and cellular approaches to study in vivo adaptive and/or innate immune responses, including those using infection models. The Department of Microbiology & Immunology is home to one of the worldwide FOCIS Centers of Excellence, has strong research programs in the area of infection and immunity, including autoimmunity, tumour immunology, transplantation, viral immunology, innate immunity and molecular and cellular microbiology, as well as state-of-the-art core facilities in genomics, proteomics, flow cytometry, cellular and molecular imaging, and animal care. (See full ad at http://www.uwo.ca/mni). Please send detailed Curriculum Vitae, a brief description of research accomplishments and future plans, copies of representative publications, and the names of three referees to: Miguel A. Valvano, Chair, Department of Microbiology and Immunology, Rm 3014, Dental Sciences Bldg, The University of Western Ontario, London, Ontario, N6A 5C1, CANADA. Applications will be accepted until the position is filled. Review of applications will begin June 1, 2010. These positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

K

■ **KINESIOLOGY — University of Waterloo.** Applications are currently being accepted for a tenure-track position at the Assistant Professor level in the Department of Kinesiology beginning after July 1, 2010. The successful candidate must have expertise in a field related to clinical musculoskeletal biomechanics, such as Kinesiology, neurophysiology, physiotherapy, medicine, rehabilitation, and engineering. Areas of research expertise may include, but are not limited to, musculoskeletal modeling, gait analysis, impact, vibration exposure, tissue injury, rehabilitative biomechanics, and the study of optimal motion and motor patterns for enhanced performance or reduced risk of injury. Applicants with a fundamental research focus including healthy and pathological populations with potential clinical applications are especially encouraged to apply. Potential candidates are expected to have a strong portfolio of scholarly research including peer-reviewed publications, and evidence of potential for excellence in teaching related to clinical musculoskeletal biomechanics and tissue injury. In addition to advancing a personal research program, candidates will have the opportunity to work as part of a multidisciplinary team engaged in research in human biomechanics. Research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including the Centre for Research Expertise for Prevention of Musculoskeletal Disorders and the Schlegel-UW Research Institute for Aging. Duties include research, teaching at the undergraduate and graduate level, and supervising graduate students. Salary range will be commensurate with qualifications and experience. Applications will be accepted until the position is filled. Interested applicants should send curriculum vitae and arrange for three letters of reference to be sent to: Professor J.W.E. Rush, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **KINESIOLOGY — University of Victoria.** The School of Exercise Science, Physical & Health Education, University of Victoria, invites applications for a tenure track position at the level of Assistant Professor. We are seeking an individual with expertise in biomechanics and a capability to contribute within other applied physical activity areas. The appointment will be effective July 1, 2010 (negotiable). Minimum Qualifications: 1. Doctoral degree in Kinesiology or related degree. Preferred Qualifications: 1. Successful research record in biomechanics or related area, 2. Evidence of teaching effectiveness in biomechanics and one or more other areas of exercise science. The individual will be expected to contribute to the: 1. Teaching of undergraduate and graduate courses; 2. Supervision of undergraduate honours and graduate students' research; 3. Vibrant scholarly and collegial environment. The School of Exercise Science, Physical & Health Education is an academic department within the Faculty of Education at the University of Victoria. Our mission is to advance knowledge and to prepare professionals in the area of physical activity and health through teaching, research and service. A collaborative research culture exists within the School. Some of our current faculty research interests include exercise physiology, physical rehabilitation, adapted physical activity, neuroscience, gender equity, bona fide occupational fitness testing and physiology, population and behavioural health/medicine, health promotion, field based teacher education, inclusive pedagogy, workplace health and wellness, sport and health psychology. For a complete listing of faculty research areas and descriptions of the School's programs, visit the School's website: http://www.educ.uvic.ca/phed/. Letter of application, curriculum vita, writing sample, and names of at least three referees, should be sent by April 30, 2010 to: Dr. Douglas R. Nichols, Director, School of Exercise Science, Physical & Health Education, University of Victoria, PO Box 3015, Victoria, BC, V8W 3P1; Telephone: 250 721 8376; E-mail: dnichols@uvic.ca; Web: http://www.educ.uvic.ca/phed/. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **KINESIOLOGY — University of Prince Edward Island.** The Department of Family and Nutritional Sciences invites applications for a tenure-track position in Kinesiology. Applicants with tenure at the Associate and Full Professor level will also be considered. At the University of Prince Edward Island, we offer vibrant student programs and tap-tier teaching, world-class research opportunities, state-of-the-art facilities, visionary leadership for a sustainable economy, and innovative collaborations. Candidates must have a doctoral degree in Kinesiology or related discipline at the date of appointment and must have a strong research record with a demonstrated capacity for independent research. They should have experience in research related to health and human performance or health promotion and be able to establish links with other areas of interest on campus such as individual and population health, nutrition, and aging. Candidates must have a strong commitment to and excellence in, undergraduate teaching and must be able to provide leadership in the development and implementation of a Kinesiology program at the University of Prince Edward Island. The appointment will commence July 1, 2010. Applicants should submit a curriculum vitae, a list of publications, a research outline, teaching philosophy, evidence of teaching ability, including any available student evaluations. Submission of a teaching dossier is preferred. Applicants should arrange for four letters of reference to be sent directly to the address below. Two of the letters should address teaching ability. For complete job description and application deadlines, visit UPEI.ca/humanres/competition or contact: Dr. Lori Weeks, Acting Chair and Health and Wellness Search Committee Chair, Department of Family and Nutritional Sciences (lweeks@upei.ca). Closing Date is April 30, 2010, however, the competition will remain open until the positions are filled. The University of Prince Edward Island encourages applications from qualified men and women, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **KINESIOLOGY & PHYSICAL EDUCATION — Wilfrid Laurier University.** The Department of Kinesiology & Physical Education invites applications for a tenure-track appointment related to Socio-cultural and administrative aspects of physical activity at the Assistant Professor level beginning July 1, 2010, subject to budgetary approval. Applicants should hold a PhD or be near completion, have evidence of commitment to and superior ability in teaching, and an active program of research with strong potential for external funding. Post-Doctoral experience would be an asset. Duties would include teaching a variety of socio-cultural and sport administration related undergraduate courses in the Kinesiology and Physical Education Department. Ability to teach in a number of the following areas is expected: Historical and philosophical foundations of physical activity, History of physical activity in Canada, Organization and administra-

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http://stewartreid.caut.ca

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université
2705, promenade Queensview Drive, Ottawa (Ontario) K2B 8K2
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CAUT ACPPU

CAREERS CARRIÈRES

tion of physical activity, Ethics in sport, exercise and health, Socio-cultural aspects of physical activity, Sports administration and marketing as well as other similar courses. The successful candidate would also be expected to help develop and impfement current plans for a new graduate MBA in Sports Administration to be offered in cooperation with the School of Business and Economics as well as a possible new graduate program in socio-cultural aspects of physical activity offered within the Kinesiology & PE department. Applicants should send a curriculum vitae, a statement regarding teaching experience and interests, copies of recent publications, a statement of current and prospective research interests, and contact information (address, telephone, and email) for at least three referees to Or. Stephen Perry, Chair, Department of Kinesiology & Physical Education, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5; (email: sperry@wlu.ca). Applications will be accepted until Apnl 2, 2010. Applicants can learn more about the Department and current faculty research interests at www.wlu.ca/science/kinesiology. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given first consideration. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups wishing to be considered for employment equity must self-identify, in confidence, to the Acting Dean of the Faculty of Science, Or. Peter Tildus. Only those applicants selected for an interview will be contacted.

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■ **LIBRARIAN — York University.** York University Libraries invite applications for the position of a fluently bilingual (French and English) reference librarian in the Leslie Frost Library, a tenure-stream appointment. Details are available at: http://webapps.yorku.ca/academicstaffingview/ViewPosition.jsp?positionnumber=1102. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

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■ **MANAGEMENT — Saint Mary's University.** The Sobey School of Business at Saint Mary's University invites applications for a tenure-track appointment in entrepreneurship/small business management at the Assistant Professor rank. The position will begin July 1, 2010 or January 1, 2011. The ideal candidate's primary teaching and research expertise will be in the entrepreneurship and small business management areas. To contnbute to the development of the School's programs, we are especially interested in candidates with a strong adjunct competency in one or more of the following areas: strategic management, international business, organizational theory, organizational behavior, business ethics/social responsibility or environmental management. Candidates are expected to have completed, or be near completion of, a PhD in entrepreneurship/small business management or a closely related area. Candidates must have strong methodological/analytical skills, and show potential for research productivity and teaching excellence. The successful applicant will be expected to teach at both the undergraduate and graduate levels, in addition to conducting and supervising research that contributes to the School's MBA and PhD programs. The Sobey School of Business at Saint Mary's University is a balanced teaching/research institution. It has the largest business program in the Atlantic provinces and offers AACSB accredited degrees at the undergraduate, masters and PhD levels. If is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 350,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centers in Canada and the Northeastern United States. For information about the University and School, please see our website at http://www.sobey.smu.ca. Although candidates of all nationalities are encouraged to apply, priority will be given to qualified Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity, and encourages applications from qualified women and men, aborigtnal peoples, visible minorities and peoples with disabilities. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applicants should furnish an up-to-date curriculum vitae, a letter describing teaching and research competencies in the entrepreneurship and small business management areas, their adjunct areas of expertise, the names/contact information of three references, their citizenship/permanent residence status and any other material they wish to be considered by emaif. Application emails should have SSB Application Mgmt SMU as the subject field and the emails should be sent to both Or. Russel Summers mgt.chair @smu.ca) and Ms. Sandra Fougare sandra.fougere@smu.ca). Consideration of applications will begin on April 1, 2010 and continue until the position is filled.

■ **MANAGEMENT SCIENCES (BEHAVIOURAL SCIENCES) — University of Waterloo.** The Department of Management Sciences, Faculty of Engineering, at the University of Waterloo invites applications for a full-time, professorial appointment in the Behavioural Sciences at eny level to begin July 2010 or later. Applicants should hold a PhO, or be near completion of their doctorate, and have a background in organizational behaviour, psychology, sociology, industrial/systems engineering or a related field. We seek individuals who have demonstrated research and teaching potenbal in applied aspects of technology use, decision making, new product development, socio-technical systems or human-computer interaction. Ability to conduct experimental research is essential and interest in problems arising from tho workplace is highly desirabla. An undergraduate degree in engineering will be an asset. Management Sciences is a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. The Department offers a co-op undergraduate degree in Management Engineering, as well as MMSc, MASc and PhO programs. Applicators are to be submitted electronically at https://www.mansci.uwaterloo ca/OFAS/. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and ooples of up to four selected publications. Letters of recommandation are not required on application but will be requested if a candidate is shortlisted. Consideration of candidates will take place as applications are received, and continue until the positions are filled. For further information, please contact the Chair of Management Sciences' Or. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontano, Canada, N2L 3G1; Email: emjewkes @uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority. The University encourages applications from all qualified Individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **MANAGEMENT SCIENCES (HUMAN COMPUTER INTERACTION) — University of Waterloo.** The Department of Management Sciences at the University of Waterloo invites applications for full-time faculty appointments in Information Systems at any level (assistant, associate or full professor) to start July 2010 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have demonstrated research and teaching potential in industrial/systems engineering, computer science or related fields. We seek individuals in the area of Information Systems with a strong technical background and interest in human computer interaction, usability engineering and user-centered design. Interest in practical problems and application is highly desirable. An undergraduate degree in engineering will be an asset. The Department offers a co-op undergraduate degree in Management Engineering as one of the disciplines in the Faculty of Engineering, as well as Master's and PhD programs. Examples of courses that could be taught by the successful candidate include Human-Computer Interaction, Digital Computation, Algorithms and Data Structures, Database Systems, Information Systems Analysis and Design, Principles of Software Engineering, Decision Support Systems, Business Processes and Information Technology. The successful candidate will join a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. Applications are to be submitted electronically at https://www.mansci.uwaterloo.ca/OFAS/. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and oopies of up to three selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Consideration of candidates will begin immediately and will continue until the positions are filled. For further information, please contact the Chair of Management Sciences, Faculty of Engineering, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Email: emjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **MANAGEMENT SCIENCES (OPERATIONS RESEARCH) — University of Waterloo.** The Department of Management Sciences at the University of Waterloo invites applications for full-time, professorial appointments in Operations Research at any level to begin July 2010 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have a strong technical background in industrial/systems engineering or a related field. We seek individuals who have demonstrated research and teaching potential in areas such as energy, healthcare, logistics and supply chain management. Individuals in any field of operations research are encouraged to apply, but we are particularly seeking those with interests and experience in the application of facility design. Applications are to be submitted electronically at https://www.mansci.uwaterloo.ca/OFAS/. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Consideration of candidates will take place as applications come in and will continue until the positions are filled. For further information, please contact the Chair of Management Sciences: Or. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Email: emjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority. The University encourages applications from all qualified Individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **MATHEMATICAL SCIENCES LECTURER — University of Waterloo.** The Faculty of Mathematics invites applications for a dafinite-term appointment (two or three years with the possibility of renewal) at the rank of Lecturer in any area of the Mathematical Sciences that is complementary to our undergraduate business programs. The Faculty has over 1400 students studying mathematics with applications to various areas of business. In particular, we have strong interest in finance, IT management, mathematical economics, accounting, business statistics and operations research. Applicants should possess a Master's degree or PhO in Mathematics, Statistics, Management Science, Computer Science, Operations Research, Finance, Business Administration or a related field. Candidates without a post-graduate degree but who have extensive teaching and industry experience will also be considered. Candidates should demonstrate the potential for outstanding teaching, industry involvement and a clear interest in undergraduate education. The effective date of appointment: July 1, 2010. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; in accordance with Immigration requirements, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Applications should be received no later than March 31, 2010. Interested individuals should send their curriculum vitae, and the names of three or more references to: ATTN: Alison Zorian, Office of the Dean of Mathematics, Faculty of Mathematics, University of Waterloo, ON, Canada, N2L 3G1; e-mail to: dean@math.uwaterloo.ca.

■ **MATHEMATICS LECTURER (BUSINESS & FINANCIAL COMPUTING & INFORMATION SYSTEMS MANAGEMENT) — University of Waterloo.** The Faculty of Mathematics invites applications for a definite-term appointment (two or three years with the possibility of renewal) at the rank of Lecturer in Business and Financial Computing and Information Systems Management, with the possibility of renewal. The Faculty has over 1400 students studying mathematics and computing with applications to various areas of business. In particular, we have a strong interest in IT management, computational finance, systems analysis and information systems. Applicants should possess a Master's degree or PhO in Computer Science, or a closely related field. Relevant industrial experience is considered an asset. Candidates should demonstrate the potential for outstanding teaching, industry liaison and a clear interest in undergraduate education. The effective date of appointment: July 1, 2010. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; in accordance with Immigration requirements, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified Individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Applications should be received no later than March 31, 2010. Interested Individuals should send their curriculum vitae, and the names of three or more references to: ATTN: Alison Zorian, Office of the Dean of Mathematics, Faculty of Mathematics, University of Waterloo, Waterloo, ON, Canada, N2L 3G1; e-mail to: dean@math.uwaterloo.ca.

■ **MECHANICAL , MECHATRONICS & NANOTECHNOLOGY ENGINEERING — University of Waterloo.** The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in support of the Collaborative Graduate Program in Nanotechnology Applicants are sought with research background in the general area of nanomaterials and expertise in one or more of the following research areas: nanoscale surfaces/interfaces, processing, characterization and properties of nanostructured materials, nanomechanics, nanoscale sensing materials and technologies. Research in other areas that support nanoscale materials engineering, will also be considered. Applicants must have excellent communication skills, and hold a PhD in Materials Science and Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Email: mechair@mme.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience. In accordance with Canadian immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty, Department and the Collaborative Graduate Program in Nanotechnology can be found at www eng.uwaterloo.ca, www.mme.uwaterloo ca and http://www mme.uwaterloo.ca/grad/Nano.php. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

■ **MECHANICAL ENGINEERING (APPLIED MECHANICS & MECHATRONICS) — University of New Brunswick.** The University of New Brunswick, Department of Mechanical Engineering, invites applicants for a tenure stream appointment at the Assistant Professor level with specialization in Applied Mechanics and Mechatronics. Duties in the Department will include teaching undergraduate courses in the core Mechanical Engineering curriculum, offering courses in the area of the appointee's research specialty at the senior undergraduate and/or graduate level, and conducting research. The Department currently has approximately 300 undergraduate students and 45 full-time graduate students. In addition to a standard Mechanical Engineering program, options in Mechatronics, Biomedical and Nuclear and Power Plant Engineering are also offered. Further information about the Department can be found at www me unb ca. The appointee must have completed an earned doctorate in Mechanical Engineering, with experience in Applied Mechanics and Mechatronics. Demonstrated achievements in research and teaching, as well as design experience, will be assets. The appointee shall be eligible and willing to become a registered Professional Engineer in tha Province of New Brunswick Applications, including a curriculum vitae, a teaching dossier (if available), a brief research proposal, and the names of three academic references, should be sent to: Professor Gordon Holloway, P.Eng., Chair, Department of Mechanical Engineering, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3, E-mail: mecengO1@unb.ca; Fax: (506) 453-5025. Successful applicant will begin as soon as possible. Review of applications will begin immediately and continue until the position is filled. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. THE UNIVERSITY OF NEW BRUNSWICK IS COMMITTEO TO THE PRINCIPLE OF EMPLOYMENT EQUITY.

■ **MECHANICAL ENGINEERING (RENEWABLE ENERGY) — University of New Brunswick.** The University of New Brunswick, Department of Mechanical Engineering, Invites applicants for a tenure stream appointment at the Assistant Professor level with specialization in Renewable Energy Engineering. Dutes in the Department will include teaching undergiaduate courses in the core Mechanical Engineering curriculum, offering courses in the area of the appointee's research spe-

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SOBEY SCHOOL OF BUSINESS

David F. Sobey Chair of Business

The David F. Sobey Chair of Business was established in 2005 with an endowment from Dr. David F. Sobey, C.M., Chairman Emeritus of Sobeys Inc. of Stellarton, Nova Scotia. The Sobey School of Business seeks a senior scholar with an international reputation and significant record of research in the area of entrepreneurial studies or merchandising/retail management. The appointment will be at the rank of associate or full professor and begin January 1, 2011 or July 1, 2011 for a three-year period, subject to renewal.

Applicants should have a PhD in business or a related field, a proven track record of working effectively with colleagues and students and an active program of research. The Sobey Chair will be expected to collaborate with faculty, teach in our AACSB accredited programs, conduct research with theoretical/practical significance, and create opportunities for interaction with the business community and with scholars at other universities.

With 70 full-time faculty and an enrollment of approximately 2,500 students in Bachelor of Commerce., MBA, Executive MBA, Master of Finance, Master of Management (Cooperatives and Credit Unions) and PhD (management) programs, Saint Mary's University is the largest business program in Atlantic Canada. The Sobey School of Business is housed in a modern facility, fully compabble with the latest advances in information technology. In addition to being nationally known for its excellence in undergraduate teaching, the School has established an outstanding research record and a reputation for its international outreach. The University is committed to excellence in both teaching and research that benefits communities in Atlantic Canada and Internationally.

Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Applicants should submit a letter of application, curriculum vitae, and the names and contact information of three references to:
Dr. M. Morafes, Chair, Department of Management,
Sobey School of Business, Saint Mary's University,
923 Roble Street, Halifax, Nova Scotia, B3H 3C3,
or by email to **dean.businessschool@smu.ca.**

Consideration of candidates will continue to be accepted until the position is filled.

www.sobey.smu.ca

CAREERS CARRIÈRES

ciality at the senior undergraduate and/or graduate level, and conducting research. The Department currently has approximately 300 undergraduate students and 45 full-time graduate students. In addition to a standard Mechanical Engineering program, options in Mechatronics, Biomedical and Nuclear and Power Plant Engineering are also offered. Further information about the Department can be found at www.me.unb.ca. The appointee must have completed an earned doctorate in Mechanical Engineering, with experience in Renewable Energy. Demonstrated achievements in research and teaching, as well as design experience, will be assets. The appointee shall be eligible and willing to become a registered Professional Engineer in the Province of New Brunswick. Applications, including a curriculum vitae, a teaching dossier (if available), a brief research proposal, and the names of three academic references, should be sent to: Professor Gordon Holloway, P.Eng., Chair, Department of Mechanical Engineering, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3; E-mail: mecengt@unb.ca; Fax: (506) 453-5025. Successful applicant will begin as soon as possible. Review of applications will begin immediately and continue until the position is filled. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. THE UNIVERSITY OF NEW BRUNSWICK IS COMMITTED TO THE PRINCIPLE OF EMPLOYMENT EQUITY.

■ **MUCOSAL IMMUNOLOGY — Dalhousie University.** Dalhousie University is inviting applications to fill a tenure stream Assistant Professor level position in the Department of Microbiology and Immunology and the Canadian Centre for Vaccinology (CCIV). The appointed individual will be expected to develop an independent research program in the area of vaccine development and the host immune response to mucosal infection. Dalhousie University is located in Halifax (www.halifaxinfo.com), a cosmopolitan port city and capital of Nova Scotia (www.novascotia.com). Halifax is alive with culture and heritage and embraced by the Atlantic Ocean. The Department of Microbiology and Immunology and CCIV have a vibrant and collegial atmosphere, where collaboration between disciplines is highly encouraged. The selected candidate will enjoy a supportive environment in which to further develop a dynamic research program that will support the research interests of the CCIV and Department. Information on individual faculty research interests can be found at http://microbiology.medicine.dal.ca/ and http://centerforvaccinology.daf.ca/. Applicants must have a PhD or equivalent, postdoctoral experience and have demonstrated their ability to conduct independent research in mucosal immunology. Applicants who have demonstrated an ability to obtain peer-reviewed research funding are preferred. Applicants will also be expected to demonstrate experience in undergraduate and/or graduate teaching. Experience working with the pharmaceutical industry would be an asset. Application period will close April 30, 2010. Please send a curriculum vitae, a two-page description of your proposed research program, a brief statement of teaching philosophy and three confidential letters of reference forwarded under separate cover from the referees to: Christine Anjowski, Administrator, Department of Microbiology and Immunology, Dalhousie University, 5850 College St, Halifax, Nova Scotia, Canada, B3H 1X5; (email: c.anjowski@dal.ca) All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

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■ **NANOTECHNOLOGY ENGINEERING — University of Waterloo.** The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (http://www.nanotech.uwaterloo.ca). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano instruments (e.g., nanoscale spectrometry, fluidics) and nanobiosystems (e.g., nanomedicine, biomaterials). Other areas, such as nanoelectronics (e.g. quantum structures, molecular electronics) and nanomaterials (e.g., nanocrystals, nano-engineered membranes) may also be considered. The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department(s) they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada. E-mail: nefacultyhiring@nanotech.uwaterloo.ca (Electronic submissions welcomed). With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates are expected to become eligible for Professional Engineering registration in Ontario.

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■ **PHARMACY (COMMUNITY HOSPITAL ANTIMICROBIAL STEWARDSHIP) — University of Waterloo.** The School of Pharmacy, University of Waterloo has created a unique pharmacy program that emphasizes innovative academic excellence while embracing practical "real world" experience. This convergence attracts collaborative, entrepreneurial partnerships in education, research, and patient care. To illustrate, we are announcing collaboration with front line partners to create positions whose focus will be to confront community based health care issues. Research in these settings is needed with an outcome that targets broad applicability. We are looking for a creative, enthusiastic and forward-thinking faculty member, who shares this vision, to join our ground-breaking academic team. The University of Waterloo has ranked as an Institution in Canada that develops the "most innovative and most likely to produce leaders of tomorrow". It is also well known for attracting entrepreneurial, dynamic faculty. Living in Kitchener/Waterloo, one of Canada's fastest growing communities, means that you are likely to commute less than 30 minutes to work, enjoy the best of vibrant city life and scenic country charm, interact with employees from entrepreneurial companies such as RIM, the maker of Blackberry, and Open Text, and benefit from diverse ethnic and cultural activities and recreational facilities and thriving creative clusters. This is the community whose unprecedented investment established the School of Pharmacy. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Our two local community hospitals, Grand River and St Mary's Hospital, are partnering with us to create a clinical/research infectious Disease (ID) position. They provide 1) an excellent community based clinical site with patients and health issues that have been underrepresented in antimicrobial stewardship research, 2) an Infectious Disease team eager to collaborate, and 3) a unique research funding model that would see a portion of cost savings, realized in the program, reserved for infectious disease research. This individual will be an integral member of the antimicrobial stewardship team, being a key player in establishing initiatives that foster improved antimicrobial use, lower antimicrobial resistance, increased patient safety and cost-savings across both hospitals. The individual will work collaboratively with the Infection control team to establish guidelines that ensure appropriate antimicrobial therapy, participate in education of hospital staff and establish an antimicrobial and drug surveillance reporting program. Research opportunities exist in many areas including evaluations of antimicrobial management strategies, pharmacy practice based research, local and regional antimicrobial resistance patterns, etc. In collaboration with other microbiology faculty, this individual will participate in the infectious disease component of our School of Pharmacy curriculum; our educational plan uniquely combines medical microbiology, public health, emergency preparedness and infectious disease pharmacology and therapeutics. We are seeking candidates who offer exceptional communication and teaching skills, creative/innovative scholarship, and strong practice experience. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD, or PhD degree. Candidates must have post-doctoral experience or exemplary practice-based clinical experience. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, and 4) an outline (1–2 pages) of the proposed scholarly activity. Please submit your completed application to pharmjob@uwaterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Assistance with Immigration will be provided. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY (DIRECTOR) — University of Waterloo.** The School of Pharmacy at the University of Waterloo, Canada, invites nominations and applications for the position of Director of the School. Candidates are expected to have a distinguished record of teaching, professional practice and research, along with demonstrated success in leadership and administration. He/she should be eligible for appointment into a faculty position, normally at the level of Full Professor. The successful candidate will be responsible for overseeing the start-up phase of the School and leading the next stage of growth as it reaches its full faculty, staff and student complement. The Director will set the academic tone for the School as well as be responsible for relationship building between the School and the broader health care community while playing a lead role in the academic planning and management process within the Faculty of Science. Further, successful candidates must have experience in developing methods to recognize and support excellence in teaching, research and clinical practice. The Director should provide leadership in pharmacy practice and academia, increase research funding/infrastructure and foster growth of the school. The first class of Pharmacy undergraduates began studies in January 2008. At full operation, the School is expected to have 480 undergraduates, 70 graduate students, 24 faculty members, and 20 staff. A key defining feature for the School of Pharmacy is that, consistent with practice at UW, it offers a co-op Pharmacy program, the first of its kind in Canada. The University of Waterloo School of Pharmacy is the anchor institution for UW's new Downtown Kitchener Health Sciences Campus, located approximately 5 km south of the main campus in Waterloo. The Health Sciences Campus is also home to a regional program of McMaster University's Michael G. DeGroote School of Medicine, and a satellite of the UW School of Optometry's teaching clinic, creating unique opportunities for interprofessional, collaborative learning and patient care. A full-service family health team, seeing approximately 200 patients per day, is also situated on the site. The University of Waterloo is annually ranked as the Institution in Canada that is the "most innovative" and the most likely to "produce leaders of tomorrow". It is also well known for attracting entrepreneurial, dynamic faculty. Living in Kitchener/Waterloo, one of Canada's fastest growing communities, means that you are likely to have a very short commute to work, enjoy the best of vibrant city life and scenic country charm, interact with employees from entrepreneurial companies such as RIM, the maker of Blackberry, and Open Text, and benefit from diverse ethnic and cultural activities and recreational facilities and thriving creative clusters. This is the community whose unprecedented civic investment established the School of Pharmacy. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca Applications and nominations should include a detailed resume, the names and contact information for three individuals willing to provide references, and a statement of capabilities and qualification. For full consideration, applications should be received prior to April 30, 2010. Send applications or nominations to: Professor Terry McMahon, Dean, Faculty of Science, University of Waterloo, 200 University Avenue, West, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. Phone: (519) 888-4591 Fax: (519) 746-2543; email: iweber@uwaterloo.ca

■ **PHARMACY (RURAL PRIMARY CARE) — University of Waterloo.** The School of Pharmacy, University of Waterloo has created a unique pharmacy program that emphasizes innovative academic excellence while embracing practical "real world" experience. This convergence attracts collaborative, entrepreneurial partnerships in education, research, and patient care. To illustrate, we are announcing collaboration with front line partners to create positions whose focus will be to confront community based health care issues. Research in these settings is needed with an outcome that targets broad applicability. We are looking for a creative, enthusiastic and forward-thinking faculty member, who shares this vision, to join our ground-breaking academic team. The University of Waterloo has ranked as an Institution in Canada that develops the "most innovative and most likely to produce leaders of tomorrow". It is also well known for attracting entrepreneurial, dynamic faculty. Living in Kitchener/Waterloo, one of Canada's fastest growing communities, means that you are likely to commute less than 30 minutes to work, enjoy the best of vibrant city life and scenic country charm, interact with employees from entrepreneurial companies such as RIM, the maker of Blackberry, and Open Text, and benefit from diverse ethnic and cultural activities and recreational facilities and thriving creative clusters. This is the community whose unprecedented investment established the School of Pharmacy. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Gateway Rural Health Research Institute located in Seaforth, Ontario (approximately one hour west of Kitchener/Waterloo) is creating a centre to research healthcare issues in rural populations, the first community-driven rural research centre in Canada. Two of its major drivers are that most healthcare-related research conducted in Canada and elsewhere is based on test populations located close to large urban medical centres, and studies show a higher prevalence for a number of medical conditions and probability for medical conditions in rural areas. Seeing the pharmacist as a critical member of the health care and research team, they are partnering with us to create a rural primary care faculty position. Gateway provides an interprofessional primary care site that links with focal hospitals, long term care facilities and a Community Care Access Centre, and is strategically placed for the development of ambulatory pharmacy initiatives and practice research. Depending on the individual's expertise, an array of opportunities exist for teaching in many primary care areas within our Integrated patient focused care course series. This individual would have a strong role in guiding our curriculum development as we work to produce graduates who can participate in the expanding scope of pharmacy practice here in Ontario. We are seeking candidates who offer exceptional communication and teaching skills, creative/innovative scholarship, and strong practice experience. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD, or PhD degree. Candidates must have post-doctoral experience or exemplary practice-based clinical experience. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, and 4) an outline (1–2 pages) of the proposed scholarly activity. Please submit your completed application to pharmjob@uwaterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Assistance with Immigration will be provided. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY/PHARMACEUTICS — University of Waterloo.** The University of Waterloo is creating a new School of Pharmacy, focused on basic and applied discoveries that advance the cause of human health. We invite application for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research

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Recruit from two audience pools at once. Job ads with the **CAUT Bulletin** not only appear in the Career section of the newspaper but also go online for 30 days at **AcademicWork.ca**. To place a career ad that will appear in print and online, call our advertising department at (613) 820-2270 or e-mail ads@caut.ca.

2 POUR 1 FOR

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CAUT/ACPPU BULLETIN

MEMORIAL UNIVERSITY

Director, School of Social Work

Memorial University and its School of Social Work seek a creative and dynamic leader who will work closely with all members of the School and its communities to develop its existing academic strengths, facilitate its internal and external relationships, and enhance its visibility in Atlantic Canada and beyond.

Social Work programs were first offered at Memorial in the 1960s, and the School of Social Work produced its first BSW graduate in 1975. An MSW program was established in 1983 and a PhD program in 1994; the BSW and MSW programs have been continuously accredited since their inception. Together with 11 staff, the 19 faculty members offer programs, through a combination of on-campus and distance delivery, to approximately 200 undergraduate students, 65 MSW and 16 PhD students. Recent developments at the School include substantial additional provincial funding; revision of the BSW program; increased enrolment in the BSW and MSW programs; the introduction of a second-degree BSW program in fall 2010, and a new program delivered in Goose Bay, Labrador in co-operation with the Nunatsiavut Government; and significant hiring of new faculty. The School participates actively in Memorial's Centre for Collaborative Health Professional Education.

The School of Social Work is one of fourteen Faculties and Schools at Memorial. Founded in 1925, Memorial is the largest university in Atlantic Canada, offering more than 100 degree programs to a student population of 17,600. Memorial has two campuses in St. John's, including the Marine Institute, Canada's largest centre of fisheries and marine training; a campus in Corner Brook, Sir Wilfred Grenfell College; and a fourth campus located in Harlow, England, midway between London and Cambridge.

Reporting to the Vice-President, Academic and Pro Vice-Chancellor, the next Director of the School of Social Work will provide visionary leadership to a team of faculty and staff who are passionate about the service they provide for their students, alumni, and the local, national and international communities. She or he will lead the consolidation of existing programs and the creation of innovative, sustainable programs; foster the development of relationships in the School, and between the School and other Faculties; and build external links for the School. The successful candidate will have an outstanding record as a scholar, teacher and member of the profession; relevant administrative experience, including involvement in collaborative teams, and proven effectiveness as a leader; a collegial and open management style; and the capacity to be a strong and visible advocate for the School inside the University and externally.

Memorial is actively committed to diversity and to the principles of Employment Equity, and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Consideration of candidates will begin in March 2010. Written nominations, applications, or expressions of interest for the position should be submitted in confidence to the address shown below.

Janet Wright & Associates Inc.
174 Bedford Road
Toronto, Ontario M5R 2K9
munsocialwork@jwasearch.com

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Senior-level recruitment for the public and not-for-profit sectors
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JWA

CAREERS CARRIÈRES

strengths in fields including pharmaceutical engineering, pharmaceutics, pharmaceutical nanotechnology, pharmacology, pharmaceutical immunology, and informatics (pharmaco and medical). The School of Pharmacy, the first to be established in Canada in over 20 years, offers a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the school embraces integration at all levels — theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture promotes discovery and innovation, encouraging bold steps and breakthrough developments. Having opened its door, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Informatics Research. Researchers at the University of Waterloo benefit from the very generous intellectual property policy of the university, which vests the rights with the inventor. Rank and salary will be commensurate with qualifications and experience. Applicants must have a PhD and post-doctoral experience. Candidates at all levels of experience are encouraged to apply. Tangible familiarity with trans-disciplinary research will be an important attribute. Candidates will be expected to establish a successful externally funded research program. Duties will also include teaching at the undergraduate and graduate levels, and graduate student supervision. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish a letter of reference, 3) a one-page statement of teaching philosophy, 4) an outline (1–2 pages) of the proposed research program, and 5) a concise statement regarding experiences in trans-disciplinary research. Please direct complete applications via email to pharmjob@uwaterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PLANT PHYSIOLOGY/BIOCHEMISTRY — Wilfrid Laurier University.** The Department of Biology invites applications for a tenure-track position in Plant Physiology/Biochemistry at the level of Assistant or Associate Professor, to start July 1, 2010. Applicants will be expected to have a broad background in plant biology, and complement the Department's existing research strengths (http://www.wlu.ca/page.php?grp_id=4&p=13200). The focus of the Department's MSc program is integrative Biology, and the undergraduate program focuses on organism-centred integration of the concepts of form, function, and evolution. Candidates should have a PhD and post-doctoral experience in a relevant discipline, provide evidence of excellence in teaching, and have an active research program with strong potential for external funding. Undergraduate teaching responsibilities may include courses such as Life on Earth; Plants (BI266), Plants: Form & Function (BI368), and Environmental Physiology: Plants (BI466). The successful applicant may have the opportunity to develop senior undergraduate courses in his or her area of specialization, and would be expected to supervise graduate students and contribute to graduate-level teaching. More information about the Department can be found at: http://www.wlu.ca/science/biology. Applicants should send a CV, three representative reprints, a summary of research objectives and teaching experience, and arrange for three letters of reference to be sent to Dr. Lucy EJ Lee, Chair, Department of Biology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Email: llee@wlu.ca; fax: 519-746-0677. The deadline for applications is April 15, 2010. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

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■ **SOCIOLOGY — Cape Breton University.** Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism centrepiece and home to rich Celtic, Mi'kmaq, and Acadian culture. CBU has a reputation for small class sizes, strong community involvement, and strong internal support for faculty research. The Department of Anthropology & Sociology at CBU invites applications for a tenure-track position in Sociology at the rank of Assistant Professor to commence July 2010, subject to budget approval. Applicants must have a completed PhD in sociology. The successful candidate must have expertise in and a demonstrated capacity to teach quantitative methods (including statistics) and pursue a vigorous research agenda in one of the following broad areas: 1) Criminology, or 2) Medical Sociology. In addition to quantitative methods, there will be a responsibility to teach existing courses in one of these two areas and to engage in curriculum development. The successful candidate must acknowledge the Department's commitment to an interdisciplinary approach to teaching and research and will be encouraged to engage in relevant collaborative research with colleagues in the School of Arts & Community Studies (which is home to a traditional Bachelor of Arts as well as an innovative Bachelor of Arts Community Studies program) and in other Schools (for example, the growing degree programs in Nursing and Public Health). Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to Cape Breton University, community and profession. The union affiliation of this position is with the Cape Breton University Faculty Association. Qualified candidates should send a letter of application quoting the reference number (SOC1002-C), a complete dossier including curriculum vitae, copy of academic transcripts, evidence of teaching effectiveness, a writing sample and three current letters of reference (sent directly to CBU) to the Human Resources Department at Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: humanresources@ns.aliantzinc.ca; Website: www.cbu.ca. Applications must be received by 4:00 p.m., May 7, 2010. Email applicants will receive a return email confirming receipt. CBU is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ACCOMMODATIONS

■ **PUERTO RICO** — Winter 2009/2010. Academic has condo to share in Rincon, Puerto Rico. Tennis, pool, beach, WiFi. jreneu@uprm.edu.

■ **SAN DIEGO** — Fabulous rental 2-bed/2-bath furnished appartment, sabbatical term, monthly or seasonal. See www.canadianinsandiego.com.

Royal Military College of Canada

Two Faculty Positions
Chemistry and Chemical Engineering

The Department of Chemistry and Chemical Engineering at the Royal Military College of Canada in Kingston, Ontario, invites applications for two (2) tenure track positions at the level of assistant professor or at a more senior level for an appropriately qualified candidate. For both positions, the candidate must be able to establish and maintain an independent and competitively funded creative research program. In addition to teaching responsibilities, the candidate is expected to supervise MASc, MSc and PhD graduate students. Industrial or postdoctoral experience in a relevant field is desirable.

The Royal Military College is a bilingual university offering undergraduate and graduate programs in the humanities, sciences and engineering to members of the Canadian Forces and civilians. The Department of Chemistry and Chemical Engineering offers undergraduate B.Sc (chemistry) or B.Eng (chemical engineering) degrees, and graduate M.A.Sc., M.Sc. & Ph.D. degrees in the chemical and materials, environmental and nuclear fields. The Department is currently involved in a wide range of applied and fundamental research funded by national granting councils, other government agencies and industrial partnerships in excess of $15M per year during the period of 2003-2008. More information on the Department can be found at www.rmcc-cmrc.forces.gc.ca/aca/cce-cgc/index-eng.asp.

Kingston is a beautiful historic city on the shores of Lake Ontario, easily accessible from Toronto, Ottawa and Montreal, at the mouth of the St. Lawrence River and at the start of the Thousand Islands. It has diverse offerings of music, art, history, theatre and live entertainment that create a unique cultural environment. Kingston has been designated as an official bilingual city by the Government of Ontario. The Rideau Canal system linking Kingston and Ottawa has been designated as a World Heritage Site by UNESCO.

Faculty Position in Environmental Science or Engineering (REF. 336315)
The Department is seeking applicants with a PhD (or one nearing completion — a PhD must be confirmed prior to appointment) in environmental chemistry, toxicology, environmental science or engineering or a closely related field, who would be able to teach graduate courses in environmental science or engineering, and courses in its undergraduate programs (including chemistry, biochemistry, environmental courses). This position is a bilingual one, which requires an ability to read, comprehend and communicate in both official languages (linguistic profile PPP/PPP). Should no candidate meet these requirements, a pool may be established and candidates who apply for this competition may be assessed to staff similar positions with various language profiles.

Faculty Position in Chemical Engineering (REF. 336316)
The Department is also seeking candidates with a PhD (or one nearing completion — a PhD must be confirmed prior to appointment) with specialization in a field related to chemical, nuclear, environmental, or materials engineering. Candidates will be required to teach courses in the Department's undergraduate Chemical Engineering programme, and to teach and supervise students at the graduate level. Candidates must either be a licensed professional engineer in Canada or must be able to become one during their first three years. Various language requirements will be considered for this position.

Starting salary will be in accordance with experience and qualifications and the appointment will be subject to a probationary period of three years. Full details are available at (using the abbreviation: UT): www.tbs-sct.gc.ca/pubs_pol/hrpubs/coll_agre/rates-taux-eng.asp. For an Assistant Professor, the salary is up to $89,775 per annum for 2009-2010 plus annual allowances. The expected starting time for the position is the fall of 2010. The closing date for both competitions is 15 April 2010.

Interested candidates must submit the following: (i) their curriculum vitae showing their qualifications for the position including publications and teaching experience, (ii) a statement of citizenship status, (iii) proof of education, (iv) a one or two page proposal outlining their intended research (v) a brief statement of teaching philosophy and interests, (vi) the names and addresses of three referees, and (vi) the position(s) of interest to:

Julie Brown
Civilian Human Resources Assistant
Canadian Forces Base Kingston
PO Box 17000 Station Forces
Kingston, ON K7K 7B4
Tel: 613-541-5010 ext 2244
Fax: 613-541-4496
resume.kingston@forces.gc.ca

These positions are subject to budgetary approval.

Collège militaire royal du Canada

Deux postes de professeur en
Chimie et génie chimique

Le Département de chimie et de génie chimique du Collège militaire royal du Canada de Kingston en Ontario invite les candidatures à deux (2) postes menant à la permanence au niveau de professeur adjoint ou de professeur de niveaux supérieurs par des candidats(es) dûment qualifiés(es). Dans les deux cas, le(la) candidat(e) doit être capable d'établir et de maintenir un programme de recherche innovateur et pouvant recevoir du financement via les programmes d'octrois compétitifs. En plus des devoirs d'enseignement, le(la) candidat(e) doit s'attendre à avoir à diriger des étudiants de cycles supérieurs en MScA, MSc ou au PhD. De l'expérience industrielle ou postdoctorale dans un domaine pertinent est désirable. Le Collège militaire royal du Canada est une université bilingue offrant des programmes de premier cycle et de cycles supérieurs dans les sciences humaines, sciences, et génie aux membres des forces armées canadiennes et aux civils. Le département de chimie et de génie chimique offre les programmes de Baccalauréat en Sciences (chimie), Baccalauréat en génie (génie chimique), de même que des programmes de maîtrise et de doctorat dans une variété de disciplines (Chimie et Matériaux, Environnement, Nucléaire). Le département est présentement très actif dans plusieurs domaines de recherche appliquée et fondamentale financée par les organismes nationaux d'octroi de recherche, certaines agences gouvernementales et par des partenariats industriels à un niveau de $15M par an pour la période de 2003-2008. On pourra trouver plus de renseignements sur le Département au site internet suivant : www.rmcc-cmrc.forces.gc.ca/aca/cce-cgc/index-fra.asp. Kingston est une splendide ville historique sur les rives du lac Ontario, d'accès facile de Toronto, Ottawa et Montréal, à l'embouchure du lac Ontario vers le fleuve Saint-Laurent et au début des Mille Îles, et est dotée d'un ensemble éclectique d'activités en musique, art, histoire, *théâtre* et spectacles divers, ce qui crée un environnement culturel unique. Kingston a été désignée comme ville officiellement bilingue par le Gouvernement de l'Ontario. Le système du canal Rideau qui relie Kingston et Ottawa a été désigné comme l'un des sites du patrimoine mondial par l'UNESCO.

Poste de professeur en science ou génie environnemental (REF. 336315)
Le Département désire des candidats(es) ayant obtenu un diplôme de doctorat (ou sur le point de terminer leur programme de doctorat — un doctorat doit être confirmé avant la nomination) en chimie environnementale, toxicologie, science ou génie environnemental ou dans un domaine très connexe, et qui sont capables d'enseigner des cours de niveaux supérieurs en science ou en génie environnemental ainsi que des cours de premier cycle du département (incluant des cours en chimie, biochimie, environnement). Ce poste est bilingue et exige la capacité de lire, de comprendre et de communiquer dans les deux langues officielles (profils linguistique: PPP/PPP). Si aucun(e) candidat(e) ne satisfait à ces exigences, un bassin peut être établie et les candidats(es) qui participent à ce concours peuvent être évalués(es) en vue de la dotation de postes semblables avec divers profils linguistiques.

Poste de professeur en génie chimique (REF. 336316)
Le Département recherche des candidats(es) ayant obtenu un diplôme de doctorat (ou sur le point de terminer leur programme de doctorat — un doctorat doit être confirmé avant la nomination) avec une spécialisation en génie chimique, génie nucléaire, génie de l'environnement ou génie des matériaux. Le/la candidat(e) choisi(e) doit être capable d'enseigner aux programmes départementaux de génie chimique et de chimie du premier cycle ainsi que d'enseigner des cours et de diriger des étudiants au niveau supérieur. Le/la candidat(e) doit être un ingénieur(e) professionnel(le) ou apte à le devenir à l'intérieur de ses trois premières années. Diverses exigences linguistiques seront considérées pour cette position. *Un doctorat doit être confirmé avant la nomination.

Le salaire offert sera déterminé selon l'expérience et les qualifications du candidat(e), et la nomination initiale sera assujettie d'une période probatoire de trois ans. Plus d'informations peuvent être obtenues sur le site suivant, en entrant l'abréviation UT : www.tbs-sct.gc.ca/pubs_pol/hrpubs/coll_agre/rates-taux-fra.asp. Au niveau de Professeur Adjoint, l'échelle de salaire maximal est de $89,775 par an pour 2009-2010 plus des indemnités annuelles. La date anticipée de début d'emploi est en automne 2010. La date limite pour soumettre les candidatures pour cette compétition est le 15 avril 2010. Les candidat(e)s intéressés(es) doivent envoyer (i) leur curriculum vitae décrivant leurs qualifications pour le poste, incluant une liste de publications et leur expérience d'enseignement, (ii) un énoncé du statut de citoyenneté, (iii) une preuve de l'éducation académique reçue, (iv) une description de une ou deux pages des futures activités de recherche qu'ils se proposent d'entreprendre, (v) un court aperçu de leur approche à l'enseignement, et leurs intérêts particuliers, (vi) les noms de trois personnes pouvant servir de références, et (vii) la (les) position(s) visée(s) à:

Julie Brown
Adjointe en ressources humaines
Base des forces canadiennes Kingston
C.P. 17000, Succursale Forces, Kingston, ON K7K 7B4
Tél.: 613-541-5010, poste 2244 | Téléc.: 613-541-4496
resume.kingston@forces.gc.ca

Ces positions sont sujettes à l'approbation budgétaire.

The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. In accordance with the Public Service Employment Act, preference must be given to Canadian citizens, however applicants from outside Canada will be considered. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at: www.cicic.ca for further information.

Le Collège militaire royal du Canada est une institution bilingue. Ses étudiants sont des femmes et des hommes, et la présente offre d'emploi s'adresse aussi bien aux femmes qu'aux hommes. Selon les règlements de l'Acte de l'Emploi de la Fonction Publique, on doit accorder la préférence aux Citoyens canadiens, cependant, on considérera les candidatures provenant de l'extérieur du Canada. Les candidats dont les diplômes et les relevés de notes proviennent de pays étrangers doivent fournir des preuves d'équivalence canadienne. Vous pouvez consulter le Centre d'Information Canadien sur les Diplômes Internationaux à l'adresse internet suivante: www.cicic.ca pour obtenir de plus amples informations.

Canada

BOOKSHELF
COIN DES LIVRES

IN REVIEW

Feminist & Anti-Racist Challenges

Unfinished Agendas: New and Continuing Gender Challenges in Higher Education

Judith Glazer-Raymo, ed. Baltimore, MD: The John Hopkins University Press; 2008; 299 pp; ISBN: 978-0-80188-862-5, cloth $55 US; ISBN: 978-0-80188-863-2, paper $25 US.

By JUDY HAIVEN

THIS book is a collection of articles on women at various stages of their university careers in the U.S. The first chapter offers statistics on women in higher education. While a larger percentage of women than ever are graduating with doctorates — 45 per cent — overall, fewer are getting tenure-track jobs. For example, in 1975 more than 56 per cent of university faculty positions were tenured or tenure-track, but by 2007 that number had decreased to slightly above 30 per cent. Tellingly, women made up 25 per cent of full professors, 38.8 per cent of associate professor and 46 per cent of assistant professors.

In Canada, numbers tell a similar story. According to a recent CAUT report,[1] women are outnumbered 5-to-1 by their male colleagues as full professors, and make up 35.9 per cent of associate professors and 42.5 per cent of assistant professors. As in the U.S., more than 51 per cent of women who teach in universities are ranked as "other," meaning lecturers, part-time or sessional positions.

But *Unfinished Agendas* is more than just a book of indicators. It also shows how external and institutional challenges threaten women's advancement. For example, authors Aimee Lapointe Terosky, Tamsyn Phifer and Anna Neumann refer to women bumping against a ceiling made of "durable Plexiglas" rather than hitting a glass ceiling. They note, "Outsiders can look in, but gaining entry [into the university] is another matter." (p. 53)

They suggest there is a different trajectory for women who gain tenure at their institution. Rather than being admitted to the "Plexiglas room" where meaningful scholarship takes place, women, after getting tenure, are often boxed into administrative and teaching roles that sideline their scholarly activities. We all know women in our workplaces who, after the first promotion and tenure, worked as department chairs, heads of units, coordinators of teaching and engagement committees and in other roles as administrative and organizational leaders.

Ana Martínez Alemán, in Chapter 6, frames the Plexiglas argument somewhat differently. She begins by saying women are more likely to be involved in teaching and less involved in research and that the issue of gender is missing from the discourse on productivity. Because of women's historic role in the home, as teachers of their own and others' children, Alemán reports there is evidence that university teaching is not evaluated in the same way that "production of knowledge" is.

For starters, writing books and articles is considered objective evidence of knowledge of a subject while teaching is not. Teaching is a "narrative of femininity," or nurturing work, while men's work is more in the production, the rational and the objective side of scholarship.

From the question of what constitutes meaningful scholarship, several authors take on the issue of women's representation in senior administration and on governing boards. In Chapter 8, Judith Glazer-Raymo explores the history of women in universities. Despite the expansion of universities and a new emphasis on coeducation during the post-World War II era, women weren't making inroads into university boardrooms. The old feminist notion of just "add women and stir" (p. 189) meant that despite women having some teaching roles on campus, their presence had little or no effect on the culture of the institutions.

According to Glazer-Raymo, a 2007 survey of trustees at more than 1,000 U.S. universities conducted by the Chronicle of Higher Education found that 64 per cent were male, more than 89 per cent were Caucasian and nearly half were over the age of 50. What surprised me was the "old rule of thumb," where trustees were expected to donate 14 per cent of a university fundraising campaign goal, had been superseded by a push from today's professional fundraisers, who recommend trustees' total gift amount represent up to 50 per cent. (p. 195) This suggests new recruits to university boards in the U.S., and likely in Canada, are solicited at least in part for their potential to make significant financial contributions.

In Chapter 10, "Women of Color in Academe," Caroline Turner explains that the invisibility of women of colour — as students, as professors and in leadership positions — creates "a void in the learning experience." (p. 231) The diversity in society is seldom mirrored in the academy. She writes about her experiences as a person of colour from her undergraduate days in the 1960s. A debate in her dormitory hinged on why people were poor. The answer was "because they are lazy." (p. 232) Her graduate advisor told her not to bother enrolling in the MBA program, as she simply would not "fit in." (p. 233)

She cites the findings from interviews she and Samuel Myers conducted in 2000 with faculty women of colour, where five themes emerged: "feeling isolated and under-respected; the salience of race over gender; being underemployed and overused by departments and/or institutions; being torn between family, community and career; and being challenged by students." (p. 235–6)

As a white woman, I can identify with the last one — "being challenged by students" — as it recently took place in my human resource management course. We were discussing human rights laws across Canada and I gave the students a real-life case about a Saskatoon restaurant named Sambo's Pepperpot.[2] The restaurant's name had been displayed on a sign along with a caricature of a small, beaming black man, dressed in a chef's hat and a grass hula skirt. The restaurant's slogan on the sign was "Jez Ain't None Better." The cartoon and the phrase were printed on matchbooks and car stickers as well.

I asked my third-year students if this sign was discriminatory. Virtually every student said it wasn't, but merely "good marketing" practice. One student suggested the character on the sign could have been believed to be the owner making fun of himself. As I looked around the room, I saw the five black students with heads down, trying to be invisible. One line from Turner's essay in *Unfinished Agendas* echoed in my head: "Where does such ignorance come from? Too many times, it is not unlearned in college." (p. 232)

Unfinished Agendas is a worthwhile book. It shows that feminist and anti-racist agendas are works in progress. These issues will require action on our part, not just vigilance, to change. ■

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ENDNOTES

1. CAUT Education Review. 2010. *The Changing Academy?* January, Vol. 12, No. 1, www.caut.ca/uploads/EducationReview12-1-en.pdf (accessed 9 Feb 2010).
2. Singer v. Iwasyk and Pennywise Foods Limited, (1976). This was an unreported case before the Saskatchewan Human Rights Commission. See Queen's Human Rights Bulletin #5, www.queensu.ca/humanrights/hreb/Signs/singercase.htm (accessed 7 Feb 2010).

QUICK PICKS

DIY U: Edupunks, Edupreneurs and the Coming Transformation of Higher Education

Anya Kamenetz. White River Junction, VT: Chelsea Green Publishing, 2010; 208 pp; ISBN: 978-1-60358-234-6, paper $14.95 US.

The price of college tuition has increased more than any other major good or service for the last 20 years. Nine out of 10 American high school seniors aspire to go to college, yet the United States has fallen from world leader to only the tenth most educated nation. Almost half of college students don't graduate, and those who do have unprecedented levels of federal and private student loan debt. The system particularly fails the first-generation, the low-income and ethnic minorities. What we need to know is changing more quickly than ever, and a rising tide of information threatens to swamp knowledge and wisdom. The author examines concerns about quality and affordability while outlining trends that could guide an institutional transformation in attracting and serving "nontraditional" students through innovation, personal learning paths, specialization, partnerships and technologically-enhanced settings among others.

Academic Repression: Reflections from the Academic Industrial Complex

Peter McLaren, Steven Best & Anthony J. Nocella, II, eds. Oakland, CA: AK Press, 2010; 600 pp; ISBN: 978-1-90485-998-7, paper $24.95 US.

Since 9/11, the Bush administration has pressured universities to hand over faculty, staff and student work to be flagged for potential threats. Numerous books have assessed the climate of academic freedom over the years, but this study asks whether the concept still exists in the American university system. It addresses not only overt attacks on critical thinking, but also — following trends unfolding for decades — engages the broad socio-economic determinants of academic culture. Slowly but surely, the university is being transformed from a space for free thinking, experimentation, and philosophical education in the broadest sense into a narrow, restrictive, utilitarian institution that serves the needs of corporations, government, science and technology and the military. This edited anthology brings together a powerful response to the attacks on critical thinking by 38 prominent academics.

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